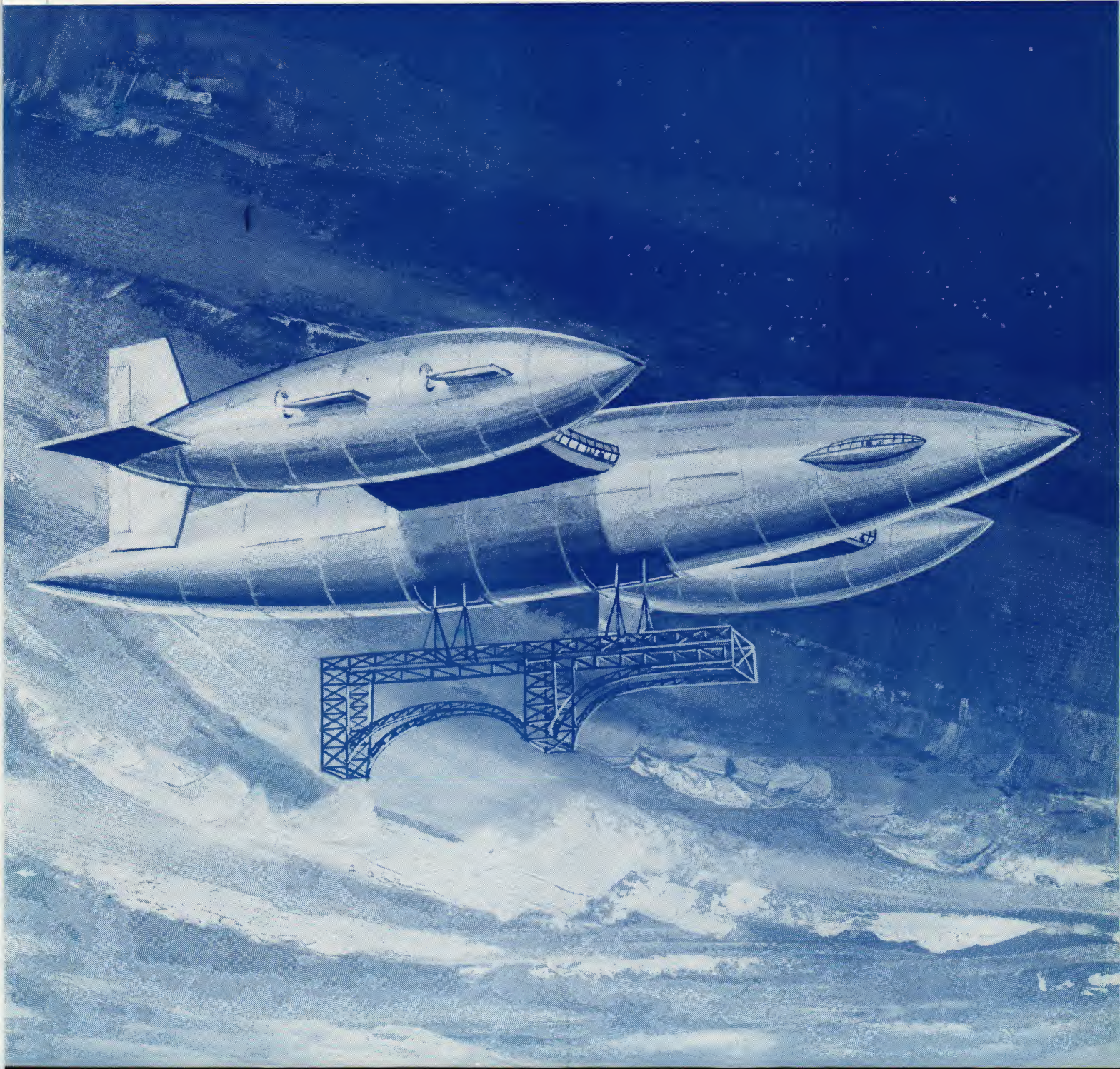


OCTOBER, 1965

THE INTERNATIONAL
Teamster
DEDICATED TO SERVICE



Planners Look to Freight Dirigibles

see page 24



LABOR'S PLACE IN HISTORY

LABOR'S PLACE IN HISTORY, more often than not, is equated in reference to those workers presently employed.

Various collective bargaining techniques have been devised to cope with problems faced by those workers.

Generally, wages do not provoke strikes in established industries. But—witness the strike at the New York Times and the publishers' lockout—automation is often the key issue in a dispute.

Even here, although few will admit perfection has been achieved, unions have been able to soften the impact of automation by negotiating better pensions with incentives for early retirement, severance pay, and promise of job elimination only by attrition—that is, eliminating a job only when the job holder retires or quits.

Thus, workers so protected do not face immediate financial ruin when a machine takes over the work.

Attrition, however, is fast becoming a dirty word to young, potential members of the nation's work force. It spells a real bugaboo for their future hopes and desires for taking a useful place in society and pursuit of a full life.

Where once son followed father into a craft or trade, the future promises that machine will follow father—and under our present level of sophistication in dealing with the social implications of automation—it may well follow that son has no where to go.

Adopting the premise of the hard-put sociologist that today's youth has nothing to identify with, one can prophesize that youth certainly will not have a job identity if we continue to eliminate 2 million jobs a year in favor of machines.

The mounting national debt used to be bemoaned as the legacy left for future generations. Economists and politicians can still do verbal battle over that supposition.

Unfortunately, however, there is far too little debate and concern to date that automation, too, is a legacy left for future generations.

While attrition may be the safeguard against the economic ruination of the presently employed worker, it may well be Waterloo for high school and even college graduates of the future.

Those who will become eligible for the nation's work force in the 1970's are being victimized by short-range planning of the profit makers and the do-gooders alike whose for-the-moment policies pose the threat of turning future generations loose in a jobless society.

GENERAL EXECUTIVE BOARD

JAMES R. HOFFA
General President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN F. ENGLISH
General Secretary-Treasurer
25 Louisiana Ave., N. W.,
Washington 1, D. C.

JOHN T. O'BRIEN
First Vice President
4217 S. Halsted St.
Chicago 9, Ill.

JOSEPH J. DIVINY
Second Vice President
25 Taylor St.,
San Francisco 2, Calif.

EINAR MOHN
Third Vice President
1870 Ogden Dr.,
Burlingame, Calif.

HARRY TEVIS
Fourth Vice President
535 Fifth Ave.,
Pittsburgh 19, Pa.

JOHN O'ROURKE
Fifth Vice President
265 W. 14th St.,
New York 11, N. Y.

THOMAS E. FLYNN
Sixth Vice President
100 Indiana Ave., N. W.
Washington 1, D. C.

GORDON R. CONKLIN
Seventh Vice President
320 University Ave.,
St. Paul 3, Minn.

JOHN B. BACKHUS
Eighth Vice President
N. W. Cor. 11th and Chew Sts.
Philadelphia 41, Pa.

GEORGE E. MOCK
Ninth Vice President
1722 J St.
Sacramento 14, Calif.

MURRAY W. MILLER
Tenth Vice President
1330 N. Industrial Blvd.,
Dallas 7, Texas

HAROLD J. GIBBONS
Eleventh Vice President
25 Louisiana Ave., N. W.,
Washington 1, D. C.

ANTHONY PROVENZANO
Twelfth Vice President
707 Summit Ave.,
Union City, N. J.

FRANK FITZSIMMONS
Thirteenth Vice President
2741 Trumbull Ave.
Detroit 16, Mich.

TRUSTEES

JOHN ROHRICH
2070 E. 22nd St.,
Cleveland 15, Ohio

FRANK J. MATULA, JR.
1616 W. Ninth St.,
Los Angeles 15, Calif.

MAURICE R. SCHURR
4345 Frankford Ave.
Philadelphia, Pa.

THE INTERNATIONAL Teamster DEDICATED TO SERVICE

Official magazine of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 25 Louisiana Ave., N. W., Washington 1, D. C.

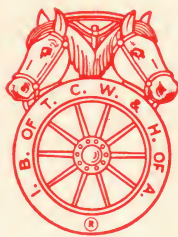
Volume No. 62, No. 10

October, 1965

General Executive Board Meets <i>Vice presidents hear reports of progress</i>	4
Teamsters Win Battle with Trucker <i>NLRB says Braswell bargained in bad faith</i>	9
Teamster Meter Maids Reinstated in NYC <i>Win battle of statistics with commissioner</i>	12
IBT Warehouse Division Meets in St. Louis <i>To pursue national pacts with national firms</i>	14
National Pipeline Contract Signed <i>5,000 Teamsters under 3-year pact</i>	18
Teamster Sponsored Bonding Bill Signed <i>Relieves crippling L-G provisions</i>	21

On Page 24, a SPECIAL REPORT

**Dirigibles on Drawing Board
Would Speed Transportation
Of Heavy Freight Items**



The International Teamster has an average monthly circulation of 1,506,608 and an estimated readership of 3,800,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.

Editorial material should be addressed to:
Teamsters Union, Office of Public Relations and Publications,
25 Louisiana Ave. N. W., Washington, D. C. 20001.

17 17

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, Mailing List Department, 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Published monthly at 810 Rhode Island Avenue, N. E., Washington 18, D. C., by the International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers of America, and second class postage paid at Washington, D. C. Printed in U.S.A. Subscription rates: Per annum, \$2.50; Single Copies, 25 cents. (All orders payable in advance.)
Printed in national and informational editions.

**From
The**



FIELD

Freight Driver Saves Accident Victim

Donald May, a member of Teamster Local 208 in Los Angeles, Calif., was commended by authorities recently for alertly saving the life of a motorist trapped in a burning auto.

The incident occurred on the Long Beach freeway. May, an employee of Signal Trucking, was driving his heavy equipment vehicle when he saw a disabled car aflame. May stopped and succeeded in removing the motorist, who had suffered multiple injuries, from the wreck.

May suffered first and second degree burns himself in performing the act of heroism. He was hospitalized briefly.

Local Union Receives 'Appreciation' Award

Justin F. Brown, secretary-treasurer of Teamster Local 172 in Eau Gallie, Fla., recently accepted on behalf of the local union an award of appreciation from the Eau Gallie Junior Chamber of Commerce.

The Jaycees were appreciative for the fact that Local 172 had allowed the young businessmen the use of the local union hall for their meetings when no other place was available.

Teamster Appointed To Atom Committee

Norman C. Murrin, chairman of the Indiana Conference of Teamsters, was appointed to Indiana Gov. Branigin's Committee on Indiana's Bid for Nuclear Research Center.

Gov. Branigin, through the committee, has been working to obtain the project for a site northwest of Indianapolis. The project would employ about 2,000 scientists and technical personnel and would cost several hundred million dollars in building.

Murrin has already attended several meetings engaged in working toward the successful competition against other states engaged in bidding for the research project.

Teamsters Coach Champ Ball Team

Mike Bozzoli and Gene Pidgeon, members of Teamster Local 684 in Eureka, Calif., took over the task of managing and coaching the Eureka Boiler Works baseball team in the Babe Ruth (Little) League when the team was in the cellar position in 1959.

This year, Bozzoli and Pidgeon were proud to proclaim, the team celebrated its fifth consecutive year as champions of the league.

Expectations Surpassed At Retirement Complex

Council Plaza, the \$20 million retirement complex sponsored by Teamster Joint Council 13 in St. Louis, is well underway and rentals of the apartments are going much faster than expected.

The Joint Council is preparing a petition to the government for another loan to begin construction on a second residence building.

The initial complex is expected to be ready for occupancy in August of next year. If plans go through as anticipated, the second structure will be ready by the spring of 1967.

Local 265 Officer Dies Suddenly

William R. White, president of Teamster Local 265 in San Francisco, Calif., died suddenly last month.

White was elected to office earlier this year but had served only a few months before being taken by illness.

He previously had served the local union as president and business representative intermittently since 1928.

Teamster Water Skier Sets Non-Stop Record

Jim Sincok, a member of Teamster Local 31 in Vancouver, B.C., recently established what is believed to be the world's longest non-stop water ski record.

Sincok, a truck driver when not skiing, rode the waves and rough water from Port Moody, near Vancouver, to Olympia, Wash., a distance of 220 miles in 12 hours.

He left Vancouver harbor at 6:30 a.m., and arrived in the American city at the same time in the evening. He was accompanied by his wife, Patricia, who rode in one of two towboats that accompanied him on the trip.

Sincok performs a variety of tricky feats on water skis and previously had traveled from Vancouver to Victoria and back in one day. He also once water skied 86 miles down the Fraser river.

— Majority Rule on Trial —

A Message from the General President



AS THIS issue of the International Teamster went to press, majority rule in the United States was on trial in the U.S. Senate.

That old labor nemesis, the GOP-Dixiecrat coalition, was attempting to filibuster repeal of Section 14(b), that section of the federal labor law which gives the states the right to pass compulsory open shop laws.

Repeal of 14(b) has passed the House of Representatives by a majority vote. Admittedly, there are a majority of votes in the U. S. Senate to pass the repeal bill if the measure comes to a vote.

But, according to the antiquated rules which prevail in the 20th century in the U. S. Senate, it takes a two-thirds vote to shut off debate and bring a measure to a vote.

Very simply put, then, a minority of the members of the U. S. Senate can corrupt the principle on which this Democracy is built—that principle that the majority shall rule.

Who, then, is the victim of minority rule in the United States. Well, obviously minority groups suffer as the filibuster was successful for 100 years after the civil war in preventing Negroes from obtaining their full rights in the eyes of the law.

Now, members of organized labor must admit that minority rule in the Senate is preventing labor from achieving a just and

rightful remedy to the compulsion of the Taft-Hartley act regarding union security.

We've heard a lot these past few months about a Great Society. Current chicanery in the U. S. Senate prompts one to ask: "A Great Society for whom?" Obviously, we cannot have a Great Society unless the working man and woman are dealt a hand.

Currently in 19 states, a man may join a union and bargain collectively as long as that effort is not effective. "Right-to-work" laws undermine the effectiveness of collective bargaining.

As long as Section 14(b) of Taft-Hartley stands, the Federal Government is only giving lip service to the theory that man is free to bargain collectively because it gives the states power to take freedom away.

Lip service to a theory and minority rule are strange elements in a Democracy such as ours. The fact is that they prevail.

Section 14(b) may come to a vote, may overcome the filibuster although chances seem slim. But as long as a minority of senators can thwart the will of the majority, every citizen of this nation—pro-labor or anti-labor—has reason to pause and reflect. As long as a minority can prevent the will of a majority, Democracy as we preach it to the world is truly on trial.

James R. Hoffa

STATE OF THE UNION

Fall Session

General Executive Board Meets Amid Reports of Progress

THE GENERAL Executive Board of the International Brotherhood of Teamsters held its regular quarterly meeting last month in Miami Beach, Fla., and conducted its business amid reports of progress from both the office of the general president and the general secretary-treasurer.

General President James R. Hoffa

reported continued successes in organizing non-union workers, and took time out from the busy sessions of the board to join with Patrick Gorman, secretary-treasurer of the Meat Cutters and Butcher Workmen of North America AFL-CIO, in a ceremonial signing of a first contract between the two unions and Stamper Company.

The agreement brings one of the last major processors of frozen food specialties under union contract.

General Secretary-Treasurer John F. English gave a similar report of progress to the board on membership gains and the financial stability of the International Union.

IBT Legislative Counsel Sidney

Teamster general executive board in session last month in Miami Beach, Florida, for its regular quarterly session, met amid reports of continuing successes at organizing the

unorganized. General President James R. Hoffa reported to the board that less than 2,000 members out of a total of nearly 1,720,000 are on strike at the present time.





Zagri gave a legislative report mixed with success and disappointment.

Zagri reported that the Teamster sponsored bill to revise the crippling bonding provisions of the Landrum-Griffin Act was at the White House for signing, after clearing both Houses of the Congress. A full report on the bonding amendments appears elsewhere in this issue.

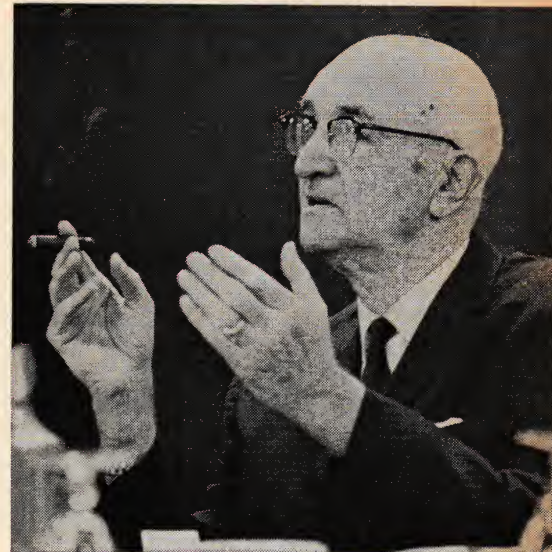
Repeal of 14(b) of Taft-Hartley, that provision which gives the states the right to pass compulsory open shop laws, was scheduled to be reported out in the Senate (it has been approved in the House). But the labor-sought bill faced the prospect of falling to a Republican-Dixiecrat filibuster with the Administration holding the cards to pass the bill if it comes to a vote, but not holding the strength necessary to counter the filibusters with a two-thirds vote to shut off debate and bring the measure to a vote.

Zagri reported that prospects were dim for passage in this session of improvements in the Fair Labor Standards Act. Labor had hoped for passage of the bill reported out by the House Labor Committee which would bring the Federal minimum to \$1.75 in steps and which would greatly extend coverage to workers not yet covered under the federal minimum.

Chief Counsel David Previant, in his legal report to the executive board, outlined the victory achieved before the National Labor Relations Board in a case involving Braswell Motor Freight Lines. The NLRB—reversing its trial examiner—held that Braswell was guilty of bargaining in bad faith with the Teamsters.

As a result, the NLRB held that

Historic signing. Teamster President James R. Hoffa (seated right) and Patrick Gorman (seated left) secretary-treasurer of the Meat Cutters, examine an agreement recently signed with Stamper Company. Looking on are Jasper Rose, Meat Cutter vice president (left), and Teamster Vice President Harold J. Gibbons.



General Secretary Treasurer John F. English, in his report to the general executive board, spoke of the stability of the union, both in terms of increasing membership and financial solvency.



Hoffa and Teamster Vice President Harry Tevis discuss union business during a break in executive board sessions.



Legal huddle with Hoffa, Gibbons, Vice President George Mock, Attorneys Herbert Thatcher and David Previant (left to right standing). John F. English (seated) listens to the discussion.

Braswell must offer reinstatement to all employees who went on strike as a result of the unfair labor practices of the company. Failure on the part of the company to reinstate such workers within five days after their application for reinstatement will result—under the NLRB order—in back pay for such workers from five days after their application until they are finally reinstated.

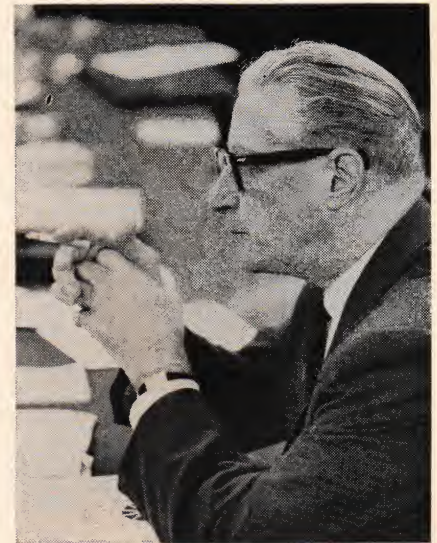
The NLRB decision requires that Braswell not only bargain in good faith with the Teamsters, but also that Braswell must dismiss strikebreakers, if necessary, to make room for former workers seeking reinstatement. A full report on Braswell appears elsewhere in this issue.

Acting to meet head-on a raid by the Brotherhood of Railway Clerks on Teamster drivers employed by REA Express, the Teamster executive board voted the expenditure of whatever funds are necessary to protect that jurisdiction.

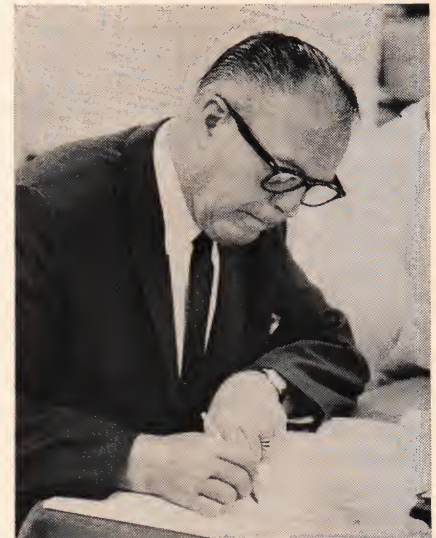
Commenting on the BRC raid, Hoffa reported that the Teamsters have represented approximately 3,500 REA drivers and employees for the last 45 years. The BRC petitioned the National Mediation Board for a system-wide election among the approximately 30,000 REA employees (including the Teamster members) and was granted the election even though not one Teamster member employed by REA expressed an interest in belonging to the Brotherhood of Railway Clerks.

As this issue of the International Teamster magazine went to press, court action was still pending to prevent the National Mediation Board action which could result in the swallowing up by the BRC of 3,500 workers who have no desire to belong to that organization.

Under plans outlined by Hoffa, the Teamsters will conduct an all-out campaign to win a system-wide election, if court action fails. The campaign be-



VP Joseph Diviny



VP George Mock

VP Gordon Conklin



gins amid reports of wide-spread dissatisfaction of BRC members with that organization and considerable interest among them to become Teamster members.

When the BRC filed the petition for the election, the company served notice that it would not bargain on a contract renewal with either union until the bargaining unit was clearly defined.

The result is that both BRC and Teamster members are being denied wage increases and other contract improvements which are even now overdue.

Hoffa pointed out that Teamster wages at REA Express are superior to those negotiated by BRC for its members. Too, the Teamster general president pointed out that there is no truth to rumors being spread by BRC that its members would lose their seniority and pension rights if they vote to become Teamster members.

Matching Funds

The executive board gave unanimous approval to the campaign.

In another action, the executive board voted to match organizing funds of the Eastern Conference of Teamster local unions currently engaged in an organizing campaign with Overnite Transportation Company. Currently, these local unions are riding the crest of successful elections at several Overnite terminals. Completion of the organizing campaign will bring all of this company's operations into the union fold. The company operates primarily on the Eastern Seaboard and in Southern states.

General Secretary-Treasurer John F. English and Vice President Harold J. Gibbons discuss a point brought to the executive board for decision.



Acting on a request of the Kentucky Conference of Teamsters for realignment, the executive board approved the inclusion of the state of West Virginia in that Conference, with the exception of the city of Wheeling.

Acting on the request of Charles Winters, president of Joint Council 93, the executive board voted a donation of \$25,000 to the United Fund which is to be earmarked for relief of victims of Hurricane Betsy.

Winters reported that at least 250

VP Einar O. Mohn

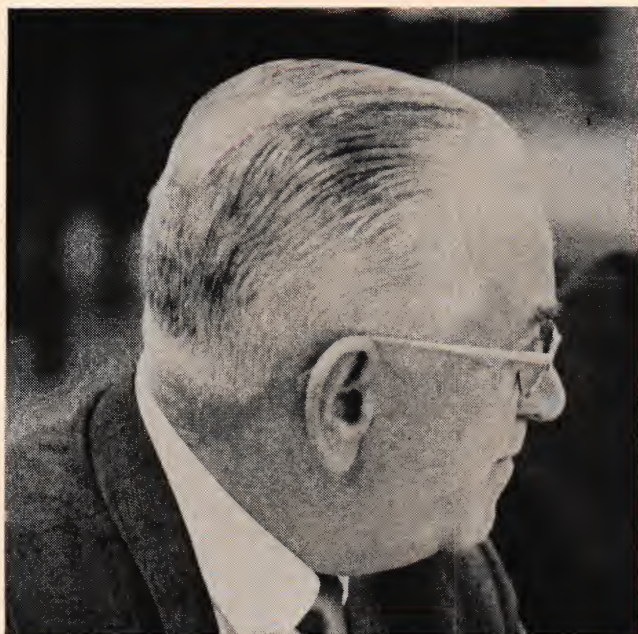


VP John T. O'Brien



VP Frank Fitzsimmons





VP John Backhus



VP Murray W. Miller

Teamster families were rendered homeless and destitute by the crippling storm.

"You have to live through such a storm to understand the devastation and misery it leaves in its path," Winters told the executive board.

The executive board also voted a donation of \$100,000 to Deborah Hospital. Explaining the work of this

institution, Vice President John Backhus related that it is a leader in heart research and has extended open doors to members of organized labor.

In yet another action, the executive board reaffirmed its position of holding to the principle that every man is entitled to full rights while pursuing all remedies before the courts.

At the close of business, the execu-

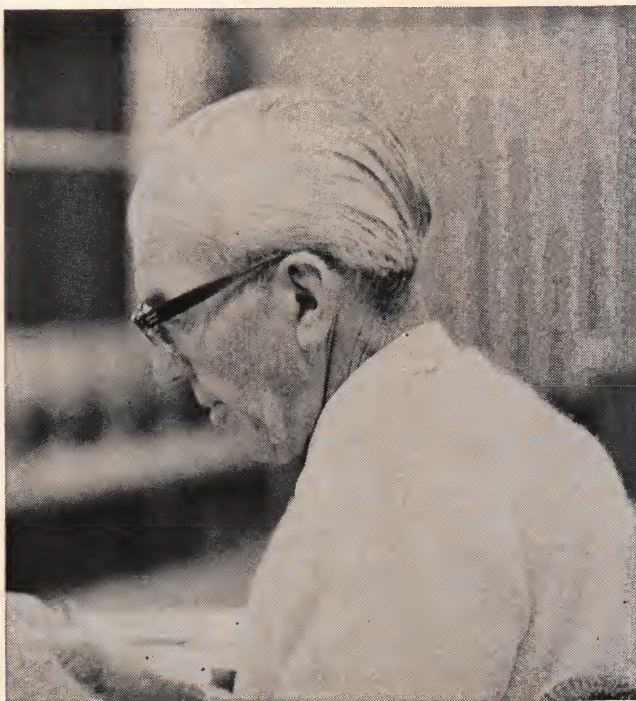
tive board voted to hold its December meeting in Las Vegas, Nevada. The meeting will be held in conjunction with a fund raising dinner in that city sponsored by the Western Conference of Teamsters.

Proceeds from that fund raising affair will go to the City of Hope, a California institution which specializes in cancer research.

VP Anthony Provenzano



VP John O'Rourke



Hard Won Victory

NLRB Upholds Teamster Charges Against Braswell Motor Freight

THE TEAMSTERS have won a milestone victory over a major Southern truck line whose management attempted to defeat the union by entering into bargaining with the intent of provoking a strike and then replacing Teamster members with strike-breakers.

The National Labor Relations Board has ordered Braswell Motor Freight Lines to bargain in good faith with the Teamsters and to reinstate all strikers who make application with all rights held by the strikers before the work stoppage began.

The NLRB order represents extreme excellence in membership representation by the International Union, by the Southern Conference of Teamsters, and by the nine local unions involved.

The long, drawn-out dispute began in 1961, the strike in 1962, but efforts on behalf of the strikers by the union never stopped.

In 1957

The dispute had its beginnings in 1957 when Braswell purchased the D. C. Hall truck line whose employees were members of the Teamsters and under contract to the local unions involved.

Braswell, according to testimony before the NLRB, immediately set out on a course to defeat the union and turn the truck line into a scab operation.

The NLRB reversed a trial examiner in this case and accepted as credible testimony which showed:

1. That Braswell was resolved in 1961—when the contract came up for renewal—not to reach agreement or sign a contract with the union and entered into and engaged in collective bargaining with this fixed purpose and intention.

2. That Braswell management stated that it had 'inherited' the labor agreement from D. C. Hall (whose business Braswell purchased) in 1957 and that "there would be no more" when it expired.

3. That Braswell made statements to the effect that he intended to operate the newly acquired company non-union; that he had his equipment paid

for and \$2 million in the bank "to fight the case."

4. That Braswell had stated that he expected the union to strike and that he wanted it to, but the "only way to beat the union was to keep (his truck line) operating."

5. That Braswell withdrew from the employer association which negotiated for employers who were parties to the existing labor agreement, and filed a series of some 17 representation elections (challenging Teamster majority status in the bargaining units) and that these election requests were subsequently withdrawn.

6. That Braswell commenced separate negotiations with the union "in a course of conduct that was to produce discord, strife, extended unfair labor practice proceedings . . . and a long and bitter strike."

Testimony before the NLRB showed that Braswell had instructed his supervisory personnel to deal harshly with the union and to promise strikebreakers permanent jobs and seniority.

In its order sustaining Teamster charges of bad faith bargaining by Braswell, the NLRB ordered Braswell to enter into good faith bargaining upon request with Teamster Local Unions No. 5, 47, 270, 533, 568, 667, 745, 886 and 891.

The NLRB also ordered Braswell, upon application, to offer reinstatement to strikers in their former or substantially equivalent positions, without prejudice to their seniority or other rights and privileges.

This part of the order refers to employees who went on strike April 23, 1962, and who have remained on strike since that date. The order also requires that Braswell dismiss any employee hired after that date if necessary to comply with the order.

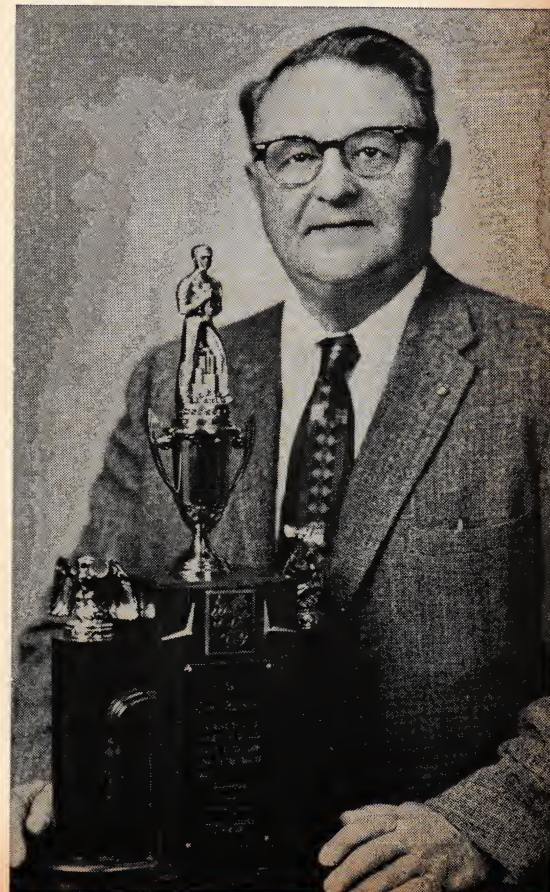
Additionally, the NLRB order requires that if Braswell fails to reinstate such strikers within five days after their application, Braswell will pay such persons a sum of money equal to that which they would normally have earned as wages during the period from 5 days after the date on which they applied for reinstatement.

Braswell, under the order, must notify any of the strikers presently serving in the Armed Forces of their right to full reinstatement upon application in accordance with the Selective Service Act, after discharge from the Armed forces.

The order requires that Braswell preserve and make available to the NLRB or its agents, upon request, for examination and copying, all payroll records, social security records, time cards, personnel records and reports, and all other records.

Sam Butcher

Shown here with a memento of service to the union from the Ohio Conference of Teamsters is Sam Butcher, who retired recently as president of Teamster Local 850 and as vice president of Joint Council 26, both in Cincinnati. Long a member of the Teamsters, Butcher became a Joint Council business agent in 1928, and in 1942 became president and business agent of Local 850, a position to which he was reelected for successive terms until his recent retirement. Butcher was recently honored at a testimonial dinner sponsored by Teamster Joint Council No. 26.



Five-Week Strike

BC Teamsters Win Pact With Pepsi-Cola Canada

Teamster Local 351 in Vancouver, British Columbia, has won a banner contract with Pepsi-Cola Canada, Ltd., after a five week strike.

The agreement was worked out in Chicago by John Brown, secretary-treasurer of Local 351; William Griffin, director of the Teamster National Miscellaneous Division; and company officials.

Reporting on the settlement, Brown said that the agreement has been ratified by the membership and retroactive money items, back to June 1, 1965, have been paid by the company.

The new four-year agreement provides increases for both the weekly basic wages and weekly guarantee for driver salesmen; increases in weekly rates for vending drivers and driver

trainees; and increases in four steps for plant workers.

The new agreement provides for improvements in the vacation schedule; jury pay, bereavement pay; reduction in the probationary period; health and welfare; hourly increases for temporary summer help; protection against bad checks received in payment for products sold; overtime.

Brown was especially high in his praise of the International Union and its officials in helping to reach the settlement.

● Dairy Strike

Teamster Local 695 negotiated an outstanding contract following a brief strike at the Borden Co., in Madison, Wisconsin.

The walkout proved 100 per cent effective, according to A. E. Mueller, Local 695 secretary-treasurer, and resulted in an agreement after a marathon 20-hour negotiating session.

Mueller said the new 2-year contract provided a 15-cent hourly wage increase the first year and a 10-cent hourly pay gain the second year for all inside workers.

Transport drivers won 10 cents an hour for the first year and 7 cents an hour in the second year. Wholesale drivers gained 17 cents and 10 cents an hour in the first and second years respectively.

Retail men won weekly pay gains of \$8 and \$7 in the first and second years. Additionally, the 80 workers covered by the contract also gained improved welfare programs and a better vacation schedule.

● Wire Weaver

Teamster Local 404 of Springfield, Mass., recently negotiated a pioneering pact for 90 members employed as wire weavers by the Cheney Bigelow Wire Works, Inc., providing an overall boost of 54 cents over a 3-year period.

Carmin P. Napoli, president of Local 404, said the agreement in-



Your answers are vague, indecisive, hedging and evasive. You're just the man for our employees' complaint department.

cluded a 12.5 cent hourly pay raise retroactive to Sept. 22, 1964, for all employees.

Besides bringing the Cheney workers under the New England Teamsters Pension Plan, the new contract also contains a wage reopener clause effective at the beginning of the third year.

Other gains included a holiday schedule, grievance procedures, improved life insurance, accident, sickness, and hospitalization insurance.

Dinners Honor Hoffa

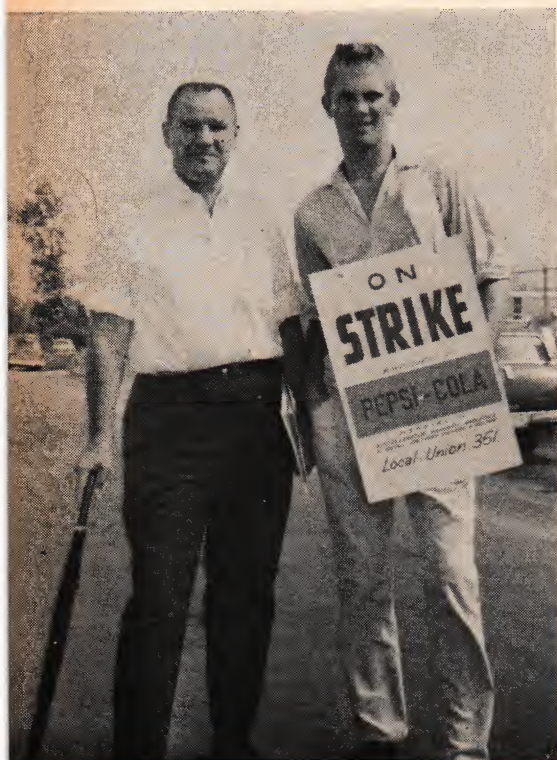
Honoring General President James R. Hoffa for his 35 years of service to the International Brotherhood of Teamsters, at least three Testimonial Dinners have been scheduled, the first to be held in Detroit by friends of Hoffa on October 17th.

The next is scheduled in New York City at the Americana Hotel on October 22nd, and is being sponsored by a committee from Teamster Joint Councils 16 and 73. The committee is called the James R. Hoffa Testimonial Dinner Committee.

Another testimonial dinner in the planning stage will be held later in Chicago.

The dinners are designed to pay tribute to Hoffa who this year completes 35 years as a Teamster, a career in the labor movement which has taken him from the position of employee in a Detroit warehouse to head of the world's largest labor union.

Teamster Local 351 Secretary-Treasurer John Brown and Picket Captain Wade Greenlees, shown on the bricks before settlement was reached by the local union on a new agreement with Pepsi-Cola Canada Ltd., of Vancouver, B. C.



Joint Council 73 Holds Annual Convention

A 'no-raiding' amendment to the council constitution and by-laws was approved by delegates to the 17th annual convention of Teamster Joint Council No. 73 held in Atlantic City, N.J., last month.

Convention procedures formalized procedures which have been in effect for many years between the IBT, Teamster local unions, and other international unions and locals affiliated with the AFL-CIO.

In his recommendation to the convention delegates, Joint Council 73 President Anthony Provenzano said the amendment would serve to stress that continuation of the existing unity of Teamsters in the state and nation is more essential now than ever before because "labor's enemies are not sleeping on Capitol Hill."

Said Provenzano:

"Our united front to date on matters ranging from internal issues to the battle against proposed and current anti-labor legislation has already made its mark on the nation.

"Legislators must now face bus loads of our people, as well as our able representatives in the nation's capital where laws affecting Teamsters and labor as a whole are concerned.

"We have achieved this progress," he added, "because we've stuck together through the adversity of the past years. We didn't give up, we fought back, and the results are self-evident. Continued unity is, therefore,

the answer to more progress and protection for the members we represent."

In related action, the Council ruled that maintenance of standards for Teamsters be enforced when men are transferred by their employers to other terminals. This was Resolution No. 1, which brought the comment from Provenzano that "our members must be protected and not be forced to forego hard-won wages, hours, and working conditions because of such transfers."

The resolution was approved as an amendment to the constitution and by-laws.

Another resolution approved was one which called for renewed effort to spur passage of legislation now tied up in committee in the state legislature in Trenton.

The measure, Assembly Bill 163, would give a magistrate and/or the Motor Vehicle director, the right to grant drivers with license suspensions permission to drive during certain hours on certain days to alleviate hardships. The bill, for example, would permit a truck driver to drive only during working hours and on working days.

Convention delegates by acclamation voted support of Teamster General President James R. Hoffa and Council President Provenzano, following speeches by delegates attesting to the outstanding efforts by both Team-

ster leaders in helping obtain fine contracts now enjoyed by Teamsters on both the state and national levels.

Delegates also urged the re-election of Gov. Richard J. Hughes in November and a telegram expressing that sentiment was sent to the Governor.

Keys of the city were presented to Provenzano by Norman Gasbarro, of the Department of Public Affairs, who represented Atlantic City Mayor Joseph Altman.

Convention speakers included Joseph Konowe, administrative assistant to President Hoffa; James Smith of Atlantic City Teamster Local 331; John J. O'Rourke, president, New York City Joint Council 16; Frank Brown, vice president, District 65 of Retail Wholesale Department Store Union, AFL-CIO; Peter W. Weber, president, Operating Engineers, Local 825; Joseph Trerotola, secretary-treasurer of the Eastern Conference of Teamsters; Leon Schachter, vice president, Amalgamated Meat Cutters; John W. McCaffrey, executive secretary, N. J. Brewers Association; Chris Franzblau, attorney for Joint Council 73; John N. Gilvey, public relations executive; and Ted Nalikowski, president, New Jersey DRIVE.

Approximately 300 delegates representing approximately 85,000 members were in attendance at convention sessions.

Attending the opening session of Teamster Joint Council 73's annual convention (left to right) were: Richard McMahon, Eastern Conference of Teamsters public relations director; Edward Cohen, Council attorney; Fred J. Roberto, president, Joint Council No. 64; Joseph Konowe, administra-

tive assistant to General President Hoffa; Council President Anthony Provenzano; Frank Brown, Vice President, RWDSU District 65; Chris Franzblau, Council attorney; Jack Blume, trustee, Local 210; and Herbert Heilmann, Council recording secretary.



Battle of Statistics

Teamster Meter Maids in New York City Win Weighty Battle with Commissioner

IT JUST didn't figure!

Our lady member was a neat 38-28-38, the same measurements as Miss Universe.

One was a dead ringer for a famous movie actress, so much so her nickname is 'Kim.'

The other was a good looking Brunette.

All are members of Teamster Local 832 and worked as New York City parking meter maids.

Imagine the consternation of Local 832 President Herbert Bauch when the three ladies walked into his office and asked:

"What's wrong with our figures?"

What kind of an answer could one give to that question especially when one is obligated never to wrong a brother . . . er, a sister?

It all began when New York City Traffic Commissioner Henry Barnes took a one-way street attitude toward meter maids' weights and measurements.

The three ladies had just been informed they were being dismissed

from the force because they were too 'fat.'

Lenses in television cameras blinked in disbelief when they came and recorded the measurements on film for the evening news.

Radio commentators looked bewildered as they recorded the story on tape for later broadcast.

Newspapermen, cluttering up the offices of Teamster Local 832, commented that it could have been the boardwalk at Atlantic City and the Miss America contest, except for the presence of Bauch and his assistant, Fred Castiglione whose measurements were in inverse proportion to the curvaceous lines of the meter maids.

The debate raged.

"Too fat, no. Just well built."

"One meter maid is 50 pounds overweight."

"Traffic Commissioner Barnes posed for publicity pictures with one of the meter maids just a few months ago."

"If I posed with them, they've put on weight since then."

"Their uniforms don't fit."

"You don't have to compliment a bikini to be able to write a traffic ticket."

The Paris edition of the Herald Tribune and the Rome (Italy) Daily American reported that 10 meter maids had been fired for figure trouble.

Back in New York City, Commissioner Barnes claimed only two had been fired and "they were in their probationary period and could be fired for any reason."

There seemed to be two sides to the figure. The accounts of the audit were front page news in Denver, Los Angeles, and Providence, Rhode Island.

Top Drawer Dispute

Bauch reports that the hue and cry about the weighty problem reached all the way up to the top of the political ladder, and the meter maids were taken back—except for one.

She was given an all-expense paid trip to Miami, Florida, by a weight reducing company with the guarantee that she would lose a pound a day and thus be eligible to return to her job. She carried the promise that if she lost 20 pounds she could again write a traffic summons.

A Woman's World

Bauch? Well, he's kind of used to women. Local 832 represents over one thousand women in the civil service of New York City. More than 200 are meter maids, of various proportions. Five out of seven members on the union's executive board are female, including Elsie A. Knight, the vice president; Elizabeth McGee, secretary-treasurer; Katheryn O'Brien, recording secretary; and Trustees Clara Levine and Elizabeth Bond.

Commissioner Barnes? At press time, the *International Teamster* was still checking out a lead that he was bucking cross-town traffic looking for Vic Tanni's. All evidence to date is that the only the lead was false.



Teamster Terminal Employees Local 832 President Herbert S. Bauch is shown here at the conclusion of a meeting of the Parking Enforcement Agents Association, a Local 832 affiliate, listening to the problems of NYC meter maids. Seated (left to right) are Bauch, Association Secretary Dorothy Greene, an unidentified member, and Meter Maid Olga Roos.

The International Teamster

Local 807 Wins NLRB Case At Import Co.

A & P Import Co., of Brooklyn, N.Y., violated the Act in numerous ways according to the National Labor Relations Board when it upheld the trial examiner in a case involving Teamster Local 807 of New York City.

The company, said the Board, unlawfully interrogated applicants as well as regular employees about their activity for Teamster Local 807; warned employees of a termination of operations if the Teamsters got in; instructed employees to give false information in connection with the investigation of an unfair labor practice charge, and unlawfully solicited the workers to join another local union.

The Board said A & P Import Co., an importer and distributor of home furnishings, further violated the Act by discharging Perry Kinard and John Pemberton, and laying off Rubin Gatson. The examiner had found—and the Board agreed—that the reasons asserted by the employer for the above actions were pretexts, and that the actions were actually prompted by anti-union considerations.

The company was ordered to cease the unlawful conduct, reinstate Pemberton with backpay and interest, and to reimburse Gatson for his losses. Kinard was previously reinstated without loss.

● Sealtest Election

Employees of the Sealtest Foods Milk Division of the National Dairy Products Corp., in New Haven, Conn., voted overwhelmingly in favor of Teamster representation in a recent National Labor Relations Board election.

Mathew Ruoppolo, president of Teamster Local 443, said the ballot count was 56 to 15. There are 74 workers in the new bargaining unit, including all route foremen, retail and wholesale route salesmen, transport drivers, maintenance and garage employees, mechanics, and working foremen.

● Bakery Ballot

Teamster Local 549 of Kingsport, Tenn., gained a new bargaining unit of 180 members as the employees of Purity-Hecht's Bakery in Bristol,

Tenn., voted for Teamster representation in a National Labor Relations Board election, knocking out a weak bid by the UMW District 50.

● Mayflower Vote

Office Porters employed by the Aero Mayflower Transit Co., Inc., in India-

napolis, Ind., voted almost unanimously for Teamster representation in a recent National Labor Relations Board election.

Maurice E. Day, president of Local 193, said the ballot resulted in 9 votes for the Teamsters and 1 vote against. There are 13 men in the unit.

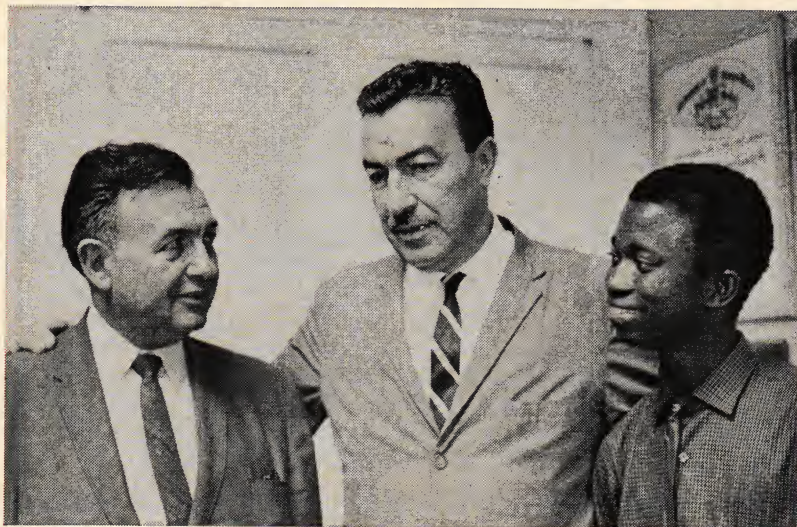
African Boy Finds Friends in USA Who Help Him Gain an Education

A DREAM came true this Fall for a young man who was born and grew up in Gambia, a small country on the West coast of Africa which until this year was a British colony and protectorate, noted namely for its export of peanuts.

Gambia, according to the latest census, has 361,000 inhabitants living in 4,004 square miles, roughly an area twice the size of Delaware, one-half the size of New Jersey and four times as large as Rhode Island. One of those 361,000 inhabitants was Sulayman Nayang.

Nayang, in his own words was "born in 1945 of a Fula lady and a Wolof man, who was a wireless operator in Bathurst."

Nayang, who will enter Saints junior college in Lexington, Mississippi this fall—thanks to the Teamsters and Congressman Adam Clayton



Powell—says that at a very early age he became a local linguist, "being able to speak three of the local languages."

Obsessed with a desire for a formal education since early childhood, Nayang pursued many, many blind alleys in his attempt to reach the U.S.A. for an education. Finally when it looked as if there were no means for a poor boy with only a desire, Nayang's efforts brought him in contact with the International Brotherhood of Teamsters.

When studies began on U.S. campuses this Fall, one of the students—thanks to the Teamsters and a congressman—will be Sulayman Nayang, thus realizing the fruits of years of dreaming of leaving the small village of his birth in Gambia for the halls of learning in the United States.

His main interest is labor-management relations, and he already has an American hero—James R. Hoffa, who he admires for being able to stand up to the powers that be on behalf of American working men and women.



Robert Holmes, chairman of the Central States warehouse division, on the floor during a session of the grocery section of the National Warehouse Division. National agreements with national chains was the theme of the meeting.

Policy Stated

IBT Warehouse Division Seeking National Contracts with Grocery Chains

Teamster Vice President Harold J. Gibbons announced on the heels of a National Warehouse Division meeting in St. Louis last month that the division will press for national agreements

with the country's major grocery chains.

Gibbons announced the contract goal after the two-day meeting of the warehouse division which was high-

lighted by reports on the success of the national pact with National Tea.

Gibbons is director of the Teamster National Warehouse Division.

The Teamster vice president also

announced that uniform grievance reporting forms are being devised under the National Tea agreement and declared that an increasing degree of uniformity has been achieved in contracts with the Kroger Company across the country.

"The next logical step to follow our national agreement with National Tea is the pursuit of similar nation-wide contracts not only with Kroger, but with such other national chains as Safeway, A & P, Food Fair, Allied, American Stores, Colonial and First National," Gibbons said.

Support for the bargaining goals of the Warehouse Division came from representatives of the division from all parts of the nation.

Delegates also voted to establish a committee to work toward satisfactory collective bargaining agreements with Obermeier Company.

Obermeier is a fast-growing public warehousing operation which operates nation-wide.

The division also urged warehousing support for the Sanford, Florida, strike by refrigerated truck drivers, as well as support for a national organizing campaign in the refrigerated trucking field.

Non-Union Reefers

Gibbons called the Obermeier operation a threat to the union standards in the warehousing field until it is successfully organized.

He also pointed out that the refrigerated trucking field must come under the high degree of union organization that prevails in the trucking industry generally. Gibbons declared that he foresees a major effort will begin in this area.

In another area, the division delegates approved close co-operation between the IBT Warehouse and Cannery divisions as an effective means of solving disputes in food and related industries.

At a press conference following the division meeting, Gibbons said that the Administrations' wage guidelines of 3.2 per cent cannot fairly be applied across-the-board in American industry.

He said: "We cannot fix an arbitrary wage increase line when there are such great inequities in our national wage structure."

Gibbons noted that profits are the highest in the nation's history and wage increases beyond the suggested limit would not be inflationary.

National agreements with national grocery chains is the goal of the Teamster National Warehouse Division, an aim which was spelled out by Division Director Harold J. Gibbons (left) at last month's meeting of the division in St. Louis. To the left of Gibbons is Joseph Dillon, division secretary-treasurer, and Ferguson Keathley, field representative for the division.



Warehouse Division representatives huddle during recent two-day meeting in St. Louis. From left to right, Peter Andrade, director of the Western Conference cannery division; IBT Vice President and IBT Warehouse Division Director Harold J. Gibbons; Bill Williams, head of the Western Conference warehouse division; Bobby Holmes, chairman of the Central States warehouse division and John Greeley, of the Eastern Conference.



Seminar Graduates

Shown with certificates for completion of studies of a public relations and bargaining seminar sponsored by the Eastern Conference are officials of local unions affiliated with Joint Council 9, Charlotte, N.C. Front row (left to right) J. H. Church, Local 391; W. C. Barbee, Local 71; Ken Bowman, Local 71; R. L. Young, Local 61, president of Joint Council 9; and Joe D. Wood, Local 509. Back row (left to right), W. A. McGuire, J. B. Stubbs, and Everett Dotson, Local 391; and M. C. Carriker, Local 71.



Community Service

Jt. Council 17 Gives Day Camp For Handicapped a Station Wagon

Teamster Joint Council No. 17, Rochester, N.Y., has presented that city's Day Care Training Center for Handicapped Children with a brand new, specially equipped station wagon to assist in transporting the handicapped children.

One notable feature of the specially equipped vehicle is the carefully designed ramps and steps on the sides leading down to the ground so children in wheel chairs and children who walk with difficulty will have an easier access.

Donald J. Ciaglia, director of the Center, has this to say about the Teamster gift:

"At the beginning of each school year, our most difficult task is to inform parents that we are unable to accept their retarded children for our

program because of lack of transportation. Thanks to the generosity of the Teamsters, we will have the disheartening task of saying 'no' to parents less frequently this year."

Present at the ceremonies where the keys to the new station wagon were turned over to Center officials were:

Ernest Moyer, president of the Council and business representative of Local 118; Joseph Catalano, council vice president, and president and BA of Local 298; Council Trustee Hubert Maybee, Local 645 BA; Local 791 BA Anthony Dolce who is Council recording secretary; Local 933 BA Rocco Gervasi, a Council trustee; Local 300 BAs Benedict Gentile and George Lehrer; Local 99 by BA Thomas Kenney, Council secretary-treasurer; and Local 99 President Charles Buckovich.

King Teamster



King County Prosecutor Charles O. Carroll (left) was on hand to congratulate John Complita, Local 882, Seattle, for topping the 22nd Annual Teamster Salmon Derby with a 34 pound, 10 ounce King. The catch netted Complita \$1,000 in cash. The Derby drew over 1,700 Teamsters and guests from all over the State of Washington, vying for \$5,000 in cash and merchandise awards. A total of 40 prizes was distributed for 91 salmon which were weighed by the Teamster Derby committee. All prize-winning fish were distributed to several charities in Seattle and King County area, especially children's homes.

Local 445 Wins Decision at National Freight

The National Labor Relations Board agreed with the trial examiner recently that National Freight, Inc., of Vineland, N.J., violated the Act by unlawfully interrogating its workers about their activity on behalf of Teamster Local 445, and threatening them with economic reprisals for engaging in such activity.

Evidence in the case established the fact that the company was engaged in over-the-road trucking and, although it had its own trailers, it conducted business by leasing nearly all its tractors from individual lessors.

The examiner had found that Arthur Dillin had leased two tractors to the employer, one of which was driven by Phillip Foster, and that both men had been unlawfully discharged because of union membership.

The Board agreed that the discharge of Foster was unlawful; however, it reversed the examiner's finding as to Dillin, ruling him to be a supervisor and thus not protected by the Act.

National Freight also violated the Act, said the Board, by discharging John Swan and Alfred Osterhoudt because of their union activity.

The company was ordered to cease the unlawful conduct and to reinstate Swan and Osterhoudt with backpay and interest, and to make other amendments in the case of Foster.

● Lumber Election

Yardmen and driver-yard salesmen employed by Diamond National Corp., of Kennewick, Wash., a retail and wholesale lumber yard, voted unanimously in favor of representation by Teamster Local 839 in Pasco, Wash., according to William Sarver, business agent for the local union.

● Taxi Drivers

Teamster Local 688 has negotiated pensions, medical coverage, life insurance and other welfare benefits for nearly 500 taxi drivers employed by Laclede and Black & White cab companies in St. Louis, in addition to nearly 60 drivers employed by seven airport cab companies.

Harold J. Gibbons, International Vice President and also president of Local 688, said similar negotiations for some 125 drivers at Checker Cab Co., will begin in a few weeks.

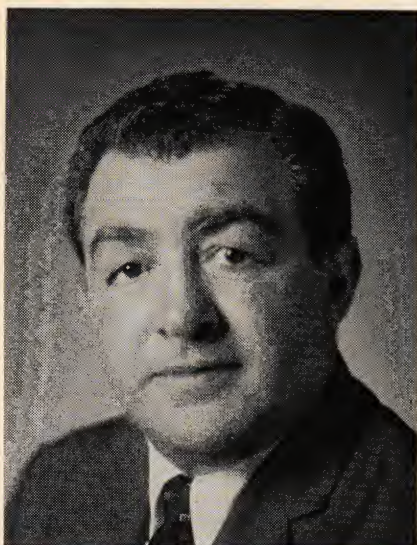
Appointments

Provenzano, Peters New Organizers Named by General President Hoffa

International Vice President Anthony Provenzano was appointed—a General Organizer recently by General President James R. Hoffa.

Provenzano, who is president of Teamster Local 560 in Hoboken, N.J., and also president of New Jersey Teamsters Joint Council 73, will represent the International Union in the Jersey area.

Provenzano has been a Teamsters Union member since 1935. He began



Anthony Provenzano

working as a driver's helper at the age of 15 and took his first job as a truck driver when 18 years old.

In 1950, he joined the staff of Local 560, first as an organizer and later as a business agent, and later was elected president of the local union.

Provenzano was appointed an International Vice President in September, 1960, to complete the term of the late John J. Conlin, and then was elected to the office at the July, 1961, convention.

Don Peters

Donald Peters, president of Teamster Local 743 in Chicago, Ill., recently was appointed General Organizer by General President James R. Hoffa and will coordinate the Union's

contractual relationships with Montgomery Ward & Co.

Peters became a charter member of Local 743 in 1937 and has been president of the local union since it became affiliated with the International Brotherhood of Teamsters in 1945. In the past 20 years, Local 743 has grown from a membership of 500 to 24,000.

Along with his lengthy experience in warehousing at the Local, Conference, and International level, Peters also has been active through the years in community service.

He is a board member of the United Cerebral Palsy Assn., and the Chicago Urban League, a committee member



Donald Peters

of the Boy Scouts of America, Civil Rights Award, Commission on Youth Welfare, labor advisory board for the University of Chicago, Freedom Fund Committee of the National Assn., for the Advancement of Colored People, and numerous other affiliations.

Alabama Ballot

Five over-the-road drivers for Dr. Pepper Co., of Birmingham, Ala., voted unanimously for representation by Teamster Local 612 in a recent National Labor Relations Board election, according to John T. Pierce.

Indiana Local Wins Case at Grain Company

Lacey Grain Co., of Windfall, Ind., violated the Act, said the National Labor Relations Board in a recent ruling, by promising benefits to employees to discourage their loyalty to Teamster Local 543 of Lafayette, Ind., and by threatening loss of employment through the sale of trucks, and unfavorable working conditions—all because of their union activity.

Adopting the trial examiner's findings, the Board also agreed that while there was no refusal to bargain, absent a request by the union, the company's unlawful conduct destroyed the conditions for a fair election at a time when the union represented a majority, and therefore the employer must bargain with the union.

No merit was found in the employer's contention that the employees signed cards with the union for the purpose of obtaining an election only. It was found that each card signed was an outright application for membership in the union, and a designation of Local 543 as the bargaining representative of the signer. The word "election" did not appear on the cards, nor did the cards indicate that the signers sought an election.

The employer was ordered to cease the unlawful conduct and to bargain with the union upon request.

Union Benefit



Teamster Local 102 Secretary-Treasurer Ben Merker (left) presented the first check to be drawn since the death benefit program was put into effect in July to Frank Mangione. Mangione is the husband of Martha Mangione, a Local 102 member who was employed at a company under contract to the local union. Recording Secretary Anthony Pizutelli is witness to the presentation.

National Contract**5000 Pipeline Teamsters Under Historic Three-Year Agreement**

A national agreement establishing wages and working conditions for about 5,000 Teamsters Union members employed by firms which specialize in laying pipelines throughout the United States has been approved by negotiators representing the Teamsters and the National Pipeline Assn.

Agreement on the historic contract on which negotiations have been underway since early in the year, came at a meeting in the Teamsters Union headquarters in Washington, D.C.

General President James R. Hoffa

led the Teamster team in the concluding session. He was assisted by Thomas Owens, chairman of the International Union Division of Building Material and Construction Drivers, and representatives from each of the four Area Conferences.

Union officers will compile wage scales prevailing in their respective areas so that they may be embodied in the 3-year contract. Non-monetary features of the agreement will be uniform throughout the country.

Glenn Wright, Joseph Capozzi, Thomas Keough, Charles Douds, William Squib, George Malinish, Robert Arbore, Robert Kutzer, Vito Zukauskas, Joseph Liptak, William Kuhar, Joe Kriss, Donald Moorhead, Ralph Brennan.

Paul Kunkle, Max Herschovitz, James Chalfant, John Britt, Roy Kistler, Bill Scalzitti, Roy Stouffer, Floyd Overly, James Constantine, Armond Detore, Harry Sylvester, Ray Henry, Al Pope, Sam Casino, Charles Steward, Robert Frey, John Craft, Paul Grimm, Ernest Cincent, and Ray Bossar.

Chairman for the affair was Local Union President Luther B. Ickes, and committee members Betty McIlvaine, Walter Caviggia, Walter Chrzan, John Odorisio, Dominic Detore, Frank Kalinowski, Phillip Cristina, Robert Pepples, Vincent Christafano, Reno Marroni, Wilbert Casper.

3000 Members, Family Friends At Local 30 Annual Picnic

Teamster Local No. 30, Jeannette, Pa., last month held its annual picnic at Rainbow Gardens, McKeesport, Pa., and more than 3,000 members, their wives, friends and children were in attendance.

Door prize winners were Louis Montecupo, Paul Brugh, Lawrence

Odorisio, Paul Agona, Carl Knopsnyder, James Cox, Ted Lanyi, James Freger, Harry Henderson, Charles Logesky, Blain McElfresh, James Buxton, Joseph Foschia, Stanley Laba, Clair Oplinger, Edward Summy, Clair Mechling, Frank Domyslowski.

Frank Gnesda, Jr., Paul Altman,

Act Violated By Boss in Local 199 Case

Affirming the trial examiner, the National Labor Relations Board held recently that Vacuum Platers, Inc., of Mauston, Wis., violated the Act by interrogating employees about their activities for Teamster Local 199, threatening economic retaliation if any employee engaged in union activity, and engaging in surveillance of union meetings.

The Board ruled that the employer further violated the Act by discharging and refusing to recall four workers because they engaged in union activity and because they filed an unfair labor practice charge against the employer.

Vacuum Platers further violated the Act, said the Board, when reinstating the workers by coupling the reinstatement offer to Jean Dykman with conditions that Dykman could not meet and which were at variance with prior working conditions.

The final violation by the company occurred after it reinstated Catherine Greene to a different job, and then engaged in a deliberate campaign of harassment which was designed to force and did cause her resignation.

Needless to say, the employer was ordered by the Board to cease the unlawful conduct, reimburse all discriminatees for losses suffered, and reinstate Dykman and Greene with backpay and interest.

A Family Affair

Teamster members and their wives man this picket line against J. M. Blythe Motor Lines. Members of Local 390, the members and their wives are striking for a better way of living. Some drivers report that they had to work 344 days in 1964 in order to make a living. On the picket line, left to right, are: Charles Schrauff, a retired member of 390; Emmett Raulerson, Edward Goetzman, Josephine Hodges, Kit Goetzman, Phyllis Echols, Dell L. Beard, Anne Hogan, James Schronce, Mrs. Norman Koger, Blanch Nash, Marie Schronce, Westley Raulerson, Margrette Russell, Delbert Russell, Norman Koger.

600 Workers

Cast Off Former Union Ties To Become Teamster Members

Six hundred employees of Continental Can Co., in Elkhart, Ind., discarded their affiliation with the United Papermakers and Paperworkers and went Teamster in a recent National Labor Relations Board election.

Robert Williams, president of the International Brotherhood of Teamsters Wire Weavers Trade Division, said the NLRB vote was 255 for the Teamsters and 247 for the Paperworkers.

The Elkhart plant is part of the Continental folding carton and mill training divisions.

Williams said the Teamster victory reflected a big dissatisfaction voiced by the Continental workers who had complained that the Paperworkers did not negotiate good contracts or police them properly. As a result, the workers asked the Teamsters for help.

Lending active support in the campaign were General President James R. Hoffa, International Vice President

Harold J. Gibbons, and Norman C. Murrin, president of the Indiana Conference of Teamsters.

Another paper worker election was ordered by the National Labor Relations Board for mid-October in Tonawanda, N. Y., where Continental Can Co., has another plant. Les Bloom, a leader of the Tonawanda paper workers, said he thought the vote would be pro-Teamster.

● Soft Drink Vote

Employees of Kolmar Products Co., a Pepsi Cola bottling plant in Kenosha, Wis., voted for representation by Teamster Local 95 in a recent National Labor Relations Board election.

William Arb, secretary-treasurer of Local 95, said the bargaining unit is composed of 20 employees working as machine operators, fork lift operators, quality control men, plant mechanics, and warehousemen.

Struck Firm Employs Ike's NLRB Counsel

Members of Teamster Local 89 and Local 236 of the United Furniture Workers are not only battling an anti-union employer, but also a top National Labor Relations Board official during the Eisenhower Administration.

The Louisville Chair Company has employed Stuart Rothman, former NLRB general counsel, as its special labor relations counsel.

On strike against the chair company for the last two months, the two unions have filed unfair labor practices charges against the company with the NLRB regional office in Cincinnati.

Full support for the strike of the 350 workers has been given by the Louisville Central Labor Council, the Kentucky State AFL-CIO, and members of other unions have joined the picket lines.

Both unions won NLRB representation elections and were certified as bargaining agents for the employees. Union officials say that "not content with using every possible legal technicality as a roadblock to organization, the company has discharged union members, intimidated others, and subjected employees to a steady stream of anti-union pressure and propaganda."

Boss Ordered To Bargain With Local 146

The National Labor Relations Board, upholding the trial examiner, recently ruled that Southwestern Transportation Co., of Canon City, Colo., violated the Act by refusing to bargain with Teamster Local 146 of Colorado Springs, Colo., the majority representative of employees in an appropriate unit.

The Company also was found guilty of threatening discharge or lessened work opportunities and job loss in the event the employees persisted in seeking union representation. Moreover, the Board found, the company had no good faith doubt concerning the representations of the union and sought by means of delay and threats to undermine the union's majority.

Southwestern was ordered by the Board to cease the unlawful conduct and bargain with the union.

● New York Ballot

Yardmen, helpers, warehousemen, checkers, drivers, and tallymen employed at Mahopac Supply Co., in Mahopac, N.Y., voted for Teamster representation in a recent National Labor Relations Board election.

Peter Calabrese, secretary-treasurer of Teamster Local 456, said there are 17 workers in the bargaining unit. Mahopac supplies building materials.

● Bakery Workers

All inside workers at Regan Bakeries, Inc., in Fargo, N.D., voted for Teamster representation in a recent National Labor Relations Board election.

E. F. Mertens, secretary-treasurer of Teamster Local 116 said the new unit is composed of 40 employees. Regan is a wholesale bakery.

● Casket Firm Vote

Drivers, warehousemen, and helpers employed by National Casket Co., Inc., in Buffalo, N.Y., recently voted in favor of Teamster representation in a National Labor Relations Board election.

Jack Giancarlo, secretary-treasurer of Teamster Local 1195, said the ballot count was 5 to 1 in favor of the union.

The Scheme

Professor Relates Tactics of Management Fighting Unions

How will an employer go about trying to convince his employees that they need no union, once the organizing campaign is underway?

An assistant professor in the department of industrial relations at State University of New York in Buffalo, after a study of 115 National Labor Relations Board cases, lists several approaches. All depend, John E. Drotning says, upon the size of the bargaining unit, the local unemployment rate, and the size of the city where the plant is located.

Professor Drotning found in his study that employers in large bargaining units will try to emphasize "emotional arguments."

On the other hand, smaller employers "more frequently arouse fear by relying on statements about the effects of a union on job security."

Big employers work harder than small employers in attempting to get their workers to vote 'no union.' Drotning hints that large employers have developed more subtle methods of

fighting off unionization of their plants, and says that smaller bosses generally "mount a relatively unsophisticated counter to a union organizing drive."

If Professor Drotning's assessment is correct, large employers find speeches more efficient than conversations with workers, while small employers favor informal conversation. He believes this gives small employers "a definite procedural advantage."

If there is a high unemployment rate, union forces can expect the boss to threaten that if the workers vote for the union he will close the plant, or that there will be a sharp curtailment in production which will result in job loss.

In regard to the impact of the size of cities on union representation elections, Drotning declares that the propaganda of the small city employer "often presents alternatives which restrict employee choice to no union and a job, or an 'ineffective' union and no job."

Harvard Law Professor Hits Pre-Trial Publicity

Prosecutors, police, and defense attorneys should be barred from disclosing any information bearing on the guilt or innocence of persons accused of crime, according to a Harvard law school professor.

Professor Louis L. Jaffe has called for a ban on publication of confessions or other facts about an accused during a trial, unless they are introduced as evidence.

Jaffe presented his conclusions on the issue of pre-trial publicity in a paper prepared for delivery at the annual meeting of the American Political Science Association.

"The United States has for these many years tolerated, perhaps we might say rather revelled in, 'trial by newspaper,'" Jaffe said.

He said the term 'trial by newspaper' is a shorthand expression for the information about criminal cases published before or during a trial, including confessions and statements by police, prosecutors and defense attorneys.

But, Jaffe also said there were good reasons for tolerating pre-trial publicity and criticism of judges during the trial.

"... Our judiciary is chosen not on a professional but a political basis and must be subjected to the winds of criticism," he said. "Our judiciary has neither the integrity nor the prestige of the English (system)," Jaffe declared.

Situs Picketing

A bill which would permit Building Trades Unions to picket on a construction site was approved last month by the House Education and Labor Committee.

Since 1948, under Taft-Hartley, picketing of one employer at a site where several contractors were working has been barred as a secondary boycott.

Although approved by the committee, industry representatives are strongly opposing the bill which organized labor has been seeking for years.

Action on the bill is not likely in this session of the Congress.

Big city employers "concentrate on management rights and stereotyped attacks on unionism."

A typical comment of a veteran organizer after reading the study is: "Yeah? So what's new?"

Court Reaffirms Pension Rights

The U.S. District Court of New Jersey recently issued a ruling that supports an earlier decision by a U.S. Circuit Court of Appeals assuring retired employees that they may continue to participate in jointly administered health and welfare programs of which they were beneficiaries prior to retirement.

Involved in the court decision was Teamster Local 701 of North Brunswick, N.J., and its Welfare and Pension Fund of the Mid-Jersey Trucking Industry.

In effect, the New Jersey federal court echoed the so-called Kroger Co. decision issued last spring by the Eighth District Appeals Court. The latest ruling held that employees of a trust fund are eligible for its benefits and reasserted that:

—Union officers may participate as beneficiaries in jointly administered pension and health and welfare fund programs.

—Union employees may also be beneficiaries of such programs.

—The employees of such funds may also participate as beneficiaries.

Teamster Victory

Congress Passes Bonding Amendments To Crippling Landrum-Griffin Measure

WHEN PRESIDENT Lyndon B. Johnson signed H.R. 5883 into law, amending the crippling bonding provisions of the Landrum-Griffin Act, the International Brotherhood of Teamsters scored a major legislative victory.

At work on the unfair provisions of the heavy bonding requirements of the Act since they were enacted in 1959, the Teamsters have performed a service for the entire labor movement.

Since passage of Landrum-Griffin, unions have been required to purchase "faithful discharge of duties bond." Rates for this nebulous coverage ranged up to \$5.25 for each \$1,000 in assets.

Before Landrum-Griffin, unions purchased bonding through such firms as Lloyds of London at a cost of 17 cents per \$1,000.

Never Clear

What made the cost so high for unions under Landrum-Griffin was that bonding companies, the American Surety Association and the U.S. Treasury were never clear as to what a "faithful discharge of duties bond" meant.

As a result the difference between a fidelity bond and the "faithful discharge of duties bond" ranged as high as 25 times greater.

Two important amendments to the Landrum-Griffin provisions on bonding deal with the surety companies themselves.

If all bonding companies on the approved U. S. Treasury Department list refused to bond a union, the unions may seek bonding elsewhere with companies like Lloyds of London, subject to the discretion of the Secretary of Labor.

Additionally, surety companies bonding unions must now file reports of disclosure with the Labor Department.

These two changes have the following effects:

1. Bonding companies no longer have veto power over unions now that

unions can seek bonding elsewhere.

2. With surety companies required to report, the true experience of premium-loss ratio will be established, and it will be easy to see if bonding charges are excessive.

The Teamsters have maintained from the beginning that the Landrum-Griffin bonding provisions amounted to nothing less than a private tax, levied by Congress and assessed by the surety industry and enjoyed by a small group of surety companies.

Teamster efforts to amend the bonding provisions of Landrum-Griffin have included negotiations with the American Surety Association and the U.S. Treasury, legislative testimony in both Houses of the Congress, and grass roots legislative activities directed from local unions through their DRIVE units.

The struggle for equity was highlighted in 1963 by President James R. Hoffa before the House Labor Committee in May and by Teamster

Killer on the Loose!

Vice President Harold J. Gibbons before the House General Subcommittee on Labor in October.

President Hoffa exposed the pressures which caused certain surety companies to deny bonding to the Teamsters Union.

Vice President Gibbons made the full case for repeal of the Landrum-Griffin bonding restrictions upon unions. Gibbons told the Congress that embezzlement statistics indicate that trade union officials are 28 times more honest, on the average, than officials of banks.

Gibbons showed that surety companies were aware of those facts, but were unable to offer reasonable rates to trade unions because of the nebulous wording of the bonding requirements.

In Washington, following passage of the bill, Hoffa and Gibbons estimated that the new law will reduce bonding fees paid by all sections of the Teamsters Union by at least \$150,000, and probably more.

"That will pay for a lot of organ-

Teamster on Highway Commission

Washington Governor Daniel J. Evans (right) meets with his latest appointment to the Washington State Highway Commission, Bob Mikalson. Mikalson is secretary-treasurer of Teamster Local 252, in Centralia. He was originally named to the Commission by former Gov. Albert D. Rosellini in 1961. The Teamster official qualifies for this high position both as a Democrat (the commission must be non-partisan) and as a member of organized labor. Mikalson received strong backing for the appointment from Representative Julia Butler Hansen of Washington's 3rd district, and from Senators Warren G. Magnuson and Henry M. Jackson.



izing work and expenditures for the membership which is a better way to spend union money than underwriting the profits of surety companies on the orders of the government," Hoffa declared.

Ironically, credit for the bill which restores at least a bit of equity and fairness of Federal labor law came from one of the country's leading labor baitors.

Smooth Senate passage was in marked contrast to the bitter House debate on May 27th. While Congressmen Powell, Roosevelt, Pucinski and Dent made an overwhelming case for "ending this shameful waste of money belonging to labor's rank-and-file," as James Roosevelt put it, they were con-

stantly interrupted by Michigan's Republican Congressman Robert Griffin.

Unable to define "faithful discharge of duties bond" as outlined in the bill he co-authored with another labor-baitor—Phil Landrum of Georgia—Griffin finally blurted out his true reason for opposing the bill:

"I think most of the members know that the most pressure for this bill has come from the Teamsters union."

No one disagrees.

Said Sidney Zagri, IBT legislative counsel:

"For once we find ourselves in agreement with Rep. Griffin. Labor's foremost baitor is perfectly correct in asserting that the Teamsters led the fight for repeal of bonding provisions in the Landrum-Griffin Act. We invite the Michigan congressman to join us in celebration after the President signs the bill."

In the Senate, Majority Leader Mike Mansfield called the bill to the floor on September 14th. It was passed without objections or debate.

Even Senator John McClellan—godfather of the Landrum-Griffin Act—failed to show up and protest the passage.

Lie Detector Abuse Hit By Rep. King

Rep. David S. King (D-Utah) has introduced a bill that would make it a federal crime to divulge information acquired by government investigation to anyone other than proper government officials.

King put the measure in the hopper after learning recently that supposedly secret information about employees obtained by means of lie detectors under the industrial security program of the Defense Department sometimes is turned over to private employers.

At an August hearing of the House Subcommittee on Government Information, chaired by Rep. King, Defense Department witnesses admitted that such investigative material sometimes gets back to employers.

The Defense Department runs approximately 300,000 security checks annually on private industry employees who must have access to classified information because the companies they work for have defense contracts.

King said some of the polygraph examination results occasionally are turned over to employers "even in cases where the government investigators have found nothing to prohibit clearance for defense jobs."

Farm Driver Case Won By Local 340

Lipman Bros., Inc., of Augusta and Winslow, Maine, violated the Act by refusing to recognize and bargain with Teamster Local 340, according to the National Labor Relations Board which upheld the trial examiner recently.

The Board ruled that drivers employed by the company were subject to the Board's jurisdiction contrary to the Lipman Bros., claim that the drivers were "agricultural laborers," and therefore excluded from coverage.

Involved were drivers whose work, said the Board, was "performed as an incident to or in conjunction with the operations of the feed mill rather than to the operations of any farmer or farm."

Other violations by the company included unlawful interrogation of employees about union activity, threats to cease business operations to coerce workers against supporting the union, and discharging one worker because he supported the union.

Lipman Bros., was ordered to cease the unlawful conduct.

Testimony

Teamsters Boost Proposal to Educate Cold War Veterans

A PLAN to assist young veterans of military life in adjusting to the economy of civilian life was supported by the Teamsters Union in testimony on the proposed Cold War G.I. bill.

Sidney Zagri, legislative counsel for the International Brotherhood of Teamsters, testified before the House Committee on Veteran Affairs regarding the measure which he called "a realistic approach to the transition of the Cold War G.I. to becoming a useful citizen in peace as well as in war."

The bill would give educational grants to service veterans. It also would enable them to obtain home and farm government loans.

Zagri said the Teamsters Union supported the proposed legislation and suggested liberalization of the duration and amount of benefits that might be made available to ex-servicemen of the Cold War period.

Zagri added:

"We reject the suggestion that Cold War G.I. benefits be restricted to those young men serving in 'areas of hostilities.' Manning the P-X in Saigon is less dangerous than being a parachute instructor in Fort Benning, Ga. It is a matter of luck where a man's service time is spent—he can be sent anywhere."

Necessary Measure

Zagri said the Teamsters Union position was that the proposed bill is a necessary measure because:

—Military service is inequitably distributed and falls largely on the sons of working class people.

—Young working class boys entering military service generally gain no transferable civilian skills during their period of military duty.

—Young veterans emerge into a civilian society in a state of technological, economic, and social revolution which demands a higher degree of education and skill for regular employment than the young veterans possess.

—Young veterans have lost from two to three years of their most educable years in military service.

—The handicaps of young veterans in the labor market are emphasized by

their dramatic unemployment rate of about 50 per cent.

—The bill would encourage young veterans to equip themselves to live as Americans should—free, independent, productive and self-supporting.

Zagri concluded:

"It is in the interest of fair play to both the Cold War G.I. and the national economy that this bill be passed. Some veteran sons of our members and the veteran sons of other less affluent workers are standing idle and confused at this time of dwindling job opportunities.

"This bill offers a life line to the more energetic of these young people. If they grasp it, they can save themselves from lives of economic dependency. That is in the interest of us all."

● Drug Firm Ballot

All warehouse employees, including truck drivers, working for Southwestern Drug Corp., in Bellaire, Tex.,

voted for Teamster 968 of Houston, Tex., in a recent National Labor Relations Board election.

C. A. Ebelt, business representative for Local 968, said the new unit has 20 workers. Southwestern Drug wholesales drugs and sundry items.

● St. Paul Contract

Some 350 members of Teamster Local 120 employed as drivers and helpers for St. Paul, Minn., building material, sand and gravel, concrete block, and ready-mix concrete companies won 33 cents in wage and fringe gains in a 3-year contract negotiated recently.

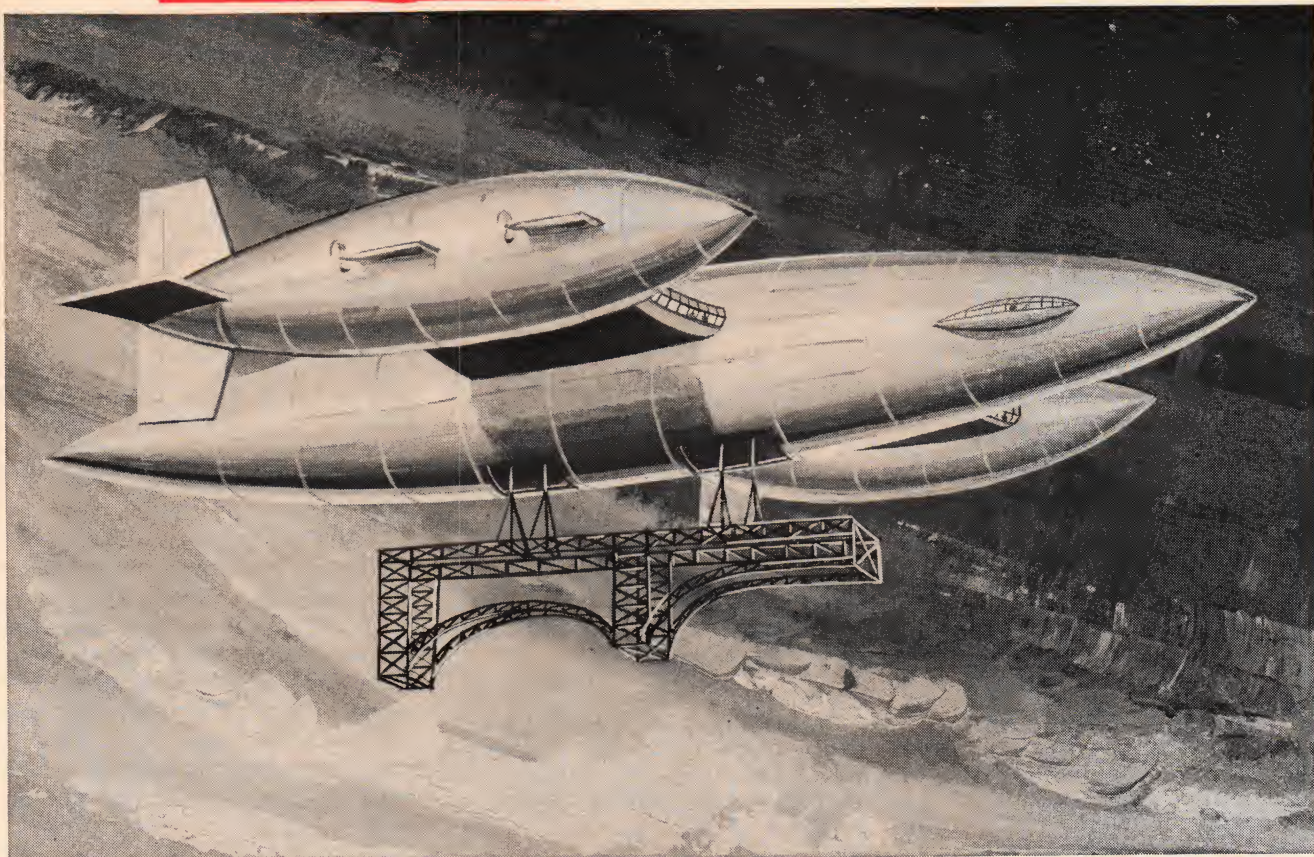
Gordon R. Conklin, International Vice President and also president of Local 120, said the new agreement also provides for the drivers and helpers to come under the Central States pension for the first time. The pension becomes effective next June 1 when the companies begin paying 12.5 cents an hour per worker into the pension fund.

Conklin said the complete wage-fringe package contained an 11-cent hourly pay gain retroactive to last June 1, the initial pension payment, and another 7-cent hourly pension contribution effective June 1, 1967.

Maine Rodeo Winners



Members of Local 340, Portland, Maine, are shown with Secretary of State Kenneth M. Curtis (extreme right), who presents trophies for driving skill exhibited at the Maine Truck Rodeo at Scarborough under sponsorship of Main Truck Owners Association. Left to right, Burman Francis, five-axle semi-trailer winner; Lawrence E. Estes, three-axle semi-trailer winner; Everett M. Millett, straight truck class champion; Raymond A. Sevigny, four-axle semi-trailer winner; and Curtis. These champions competed in the National Truck Rodeo championships in Kansas City, Mo., last month.



In the Future ? ? ?

Dirigibles On Drawing Boards Would Speed Heavy Freight Transportation

AIR FREIGHT keeps knocking on the transportation industry's door and every day a new wrinkle is put forth in technology that will, if successful, pose the threat of fewer jobs for both drivers and warehousemen.

One of the latest ideas to be advanced is the use of cargo-hauling dirigibles to transport 100-ton loads at a speed of 150 miles an hour across the skyways.

A company known as Aereon Corp., has been formed to make a huge, three-sectioned lighter-than-air dirigible for use as cargo carriers. An experimental model will be tested before the end of the year and if it measures up, will be put into production for commercial use starting in 1967.

The owners of Aereon, according to the *Wall Street Journal*, hope to develop a craft that will haul containerized freight, huge missile com-

ponents, prefabricated bridges, communications towers, buildings, oil rigs, and other heavy equipment.

Spokesmen for the company maintain that a dirigible could haul freight across the country faster than a truck and at competitive rates. Also, that the lighter-than-air craft could handle heavier loads for less money than existing jet freighters while landing at airports inaccessible to jets.

Federal agencies have expressed interest in the dirigible concept.

The National Aeronautics and Space Administration figures that a dirigible could haul huge missile parts from the West Coast to Cape Kennedy in three to five days compared with the 18 days it now takes the parts to move by ocean-going vessels.

The Maritime Administration's head of research and development has referred to the Aereon plans as a "fascinating concept" and of in-

terest as an adjunct to merchant shipping.

Aereon envisions its dirigibles loading and unloading merchant vessels at sea, saving time and cutting port fees and manpower costs.

A Peruvian rancher reportedly journeyed to Aereon's base in Trenton, N.J., to see if the dirigible might be practical for use in hauling live cattle 125 miles over a 12,000-foot mountain pass to market on the other side of the range. The American government also has expressed interest in the dirigible project for bush-type flying operations in undeveloped areas.

Revival of the dirigible as a vehicle for commercial use is mostly due to the fact that weather forecasting has improved greatly in recent decades. The series of tragedies that struck lighter-than-aircraft in the 1930's were usually the result of bad weather

and the fact that dirigibles then were filled with highly explosive hydrogen. Non-flammable helium will be used to lift Aereon's dirigibles.

The company's experimental dirigible, only 86 feet long, will carry cargo suspended from the middle part of the hull. Planned later models to be longer than a football field will carry containerized cargo in the middle section while suspending outsized cargo, such as bridge sections or missile components, under the craft.

A two-man crew will operate the dirigible from a cockpit amidships. Because of improved aerodynamics, only a couple of men will be required to help in landing operations compared with the dozens of men needed to land the mammoth dirigibles of the past.

USSR Interested

A sales price has not yet been determined for the lighter-than-air craft to be produced by Aereon. The success of experiments and construction of a full-size ship and proof of its capability, of course, will determine the market value of the craft.

If the ship proves up to the expectations of the builders, only unfavorable weather forecasts would retard its competitiveness in the field of freight transportation.

For what it's worth, the Soviet Union also is studying the practicality of using dirigibles as a means of hauling cargo. The U.S.S.R. has established a bureau of airship construction to check into the subject with a view to hauling timber, materials, and equipment into remote areas.

● Illinois Election

Diesel mechanics, pump repairmen, and laborers employed by Moretrench Corp., in Downers Grove, Ill., voted for representation by Teamster Local 714 of Berwyn, Ill., in a recent National Labor Relations Board election.

● Dog Food Vote

Production and maintenance workers, including truck drivers, employed by Animal Foods Co., of Texas, Inc., in Houston, Tex., voted for Teamster representation in a recent National Labor Relations Board election.

Ted Garcia, Local 968 business representative, said there were no dissenting votes.

ICC Rule Upset

Truckers Lose to Railroads In Court Piggyback Decision

An Interstate Commerce Commission order requiring railroads to haul trailers of common carrier truck lines in piggyback service was struck down recently by a federal court decision.

The ruling made by a three-judge court in Chicago followed an appeal by railroads of a March, 1964, ICC order requiring rail lines to offer their trailer-on-flatcar service to truck lines as well as to the general shipping public on an open tariff basis.

Prior to the commission's order, railroads were able to accept or refuse piggyback traffic tendered them by truck lines.

Truck line operators were disappointed by the federal court decision which voided the ICC order. They complained that the ruling, in effect, permits the railroads to return to their old practice of taking business away

from trucking by selective rate cutting operations.

Millions of dollars in freight revenues are at stake in the issue which is expected to be appealed to higher federal courts. The final result also could influence ICC regulatory policies in other areas of competitive transport practices.

Railroads have propagandized through the years that ICC regulations have forced them to maintain rates at artificially high levels—allegedly to protect truck and barge traffic—and have constantly sought less regulation and greater rate-cutting freedom.

Truck and barge operators, however, insist that regulatory policies should be maintained and tightened in some instances to prevent an unfair rate war that would force many smaller lines out of business.

Winners Teamster Sponsored



Teamster Local 570, Baltimore, sponsored a winner in the DeWees Little League, when the Local 570 Boosters finished with a 9 and 1 record, plus a win over the League's All Stars. Shown here, bottom row, left to right: Gordon McNamara, Charles Herring, Rusty Elza, Tommy Saylor, Jerry Crews, Billy Dawson, Bruce Fimowicz. Middle row, left to right: Stempah Rosetti, Steve Snyder, David Rosetti, Mark Ward, Terry Cooper, Tommy Allen, Gary Bell. Back row, left to right: Jerry Allen, manager; Neal Cashen, coach.

Boston Fire

Equipment and Merchandise Saved by Trio of Teamsters

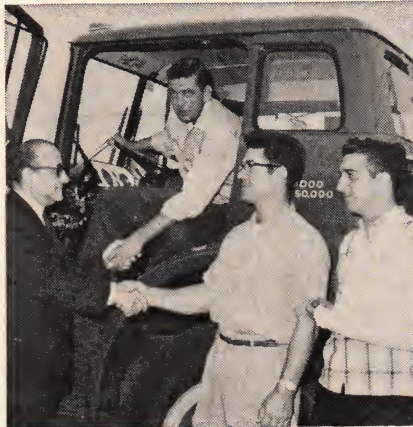
Three members of Teamster Local 25 in Boston risked their lives in a recent warehouse fire to save an estimated \$400,000 in trailers and merchandise.

Playing the role of hero were William Dwyer, Lawrence Giove, and John Donofrio. All are employees of Stone's Express.

The fire started inside a Sears and Roebuck warehouse and spread so quickly, according to one witness, that it seemed "the building was soaked in gasoline."

Dwyer, a Local 25 member for 10 years, jumped into his tractor and whipped it up to one of the loaded trailers. Giove and Donofrio rushed to hook up the box.

Disregarding their own safety, the trio worked at breakneck speed under impossible conditions. As Dwyer would back up to a trailer, Giove, a Teamster of 5 years, and Donofrio—who was spending his first day on the job—would connect the air hoses and crank up the wheels so the box and rig would connect.



Shown congratulating the Teamster heroes of a warehouse fire is Sears and Roebuck official Ernest Guarino (left), and William Dwyer (in cab), Lawrence Giove, and John Donofrio (right). The three Teamsters saved as many trailers as they could.

The heat from the fire became so intense that Giove and Donofrio had to rip off their shirts and use them as pads to handle the cranks. Another hazard appeared unexpectedly as small

arms ammunition began exploding in the choking smoke.

All told, the three Teamsters saved 19 trailers from the flames. Most of the boxes were loaded with merchandise for the next day's runs. The goods on each trailer was valued from \$8,000 to \$15,000 according to Sears officials. Total saving in terms of equipment and merchandise was an estimated \$400,000.

Ernest E. Guarino, Sears line haul manager, said it was the bravest action he had seen in 34 years with the company. The company presented each man with a watch. Teamster Local 25 President William J. McCarthy, on behalf of the membership, cited the Teamsters for bravery.

● Denver Ballot

Warehousemen and drivers employed by McKesson and Robbins, Inc., of Denver, Colo., voted 2-to-1 in favor of representation by Teamster Local 905 in a recent National Labor Relations Board election, according to Edward F. Hogan, secretary-treasurer of the local union.

WCT Offers Scholarships

Another opportunity for sons and daughters of Teamsters Union members throughout the western United States and Canada to get financial assistance in furthering their education is at hand as the Western Conference of Teamsters and some affiliates once again are making scholarships available.

All told, a dozen scholarships having a total value of \$16,000 for four years of study at a western college or university of the recipient's choice will be awarded next year.

Winners of the initial group of grants awarded this year embarked on studies last month at institutions of higher learning in four western states. The youngsters selected by the awards committee were picked from nearly 700 candidates.

Applications for next year's scholarships must be forwarded to the Western Conference of Teamsters Scholarship Committee no later than next Feb. 15. Application forms may be obtained from the Conference headquarters at 1870 Ogden Dr., Burlingame, Calif., ZIP 94011, and Teamster Local Unions affiliated with the Western Conference.

This air view of a Sears and Roebuck warehouse fire in Boston illustrates the heroic work done by three Teamsters, all members of Local 25, who saved almost \$400,000 in equipment and merchandise by pulling 19 trailers away from the blazing warehouse.



● Chemical

Members of Teamster Local 810 employed at Nepera Chemical Co., recently ratified a new 2-year agreement providing a 22.5 cent hourly wage increase.

The contract gives some 100 production and maintenance workers at Nepera plant near Middletown, N.Y., an average 12.5 cent hourly pay gain retroactive to last July 1. An across-the-board increase of 10 cents goes into effect next July 1.

In addition to the pay increase, the agreement also increased medical benefits, raised wage scales for some production workers, adjusted shift differentials, and established a new method of calculating overtime.

116 Million Vehicles By 1975

Total motor vehicle registrations in the United States are expected to reach 116 million by 1975, according to E. M. Cope, chief of the Highway Statistics Division of the U. S. Bureau of Public Roads.

Cope said total vehicle registrations will reach almost 90 million by the end of the current year, including 75 million autos and almost 15 million trucks and buses.

By 1975, he said, Americans will have replaced 59 million of the cars now in use—along with many of those to be produced in the next 10 years—for a total of about 68 million replacements. Population growth and the increase in two-car families will result in a 22 million increase in registrations.

Cope said that nationally speaking there are now about 2.2 persons in the total population to each motor vehicle registration. By 1975, when the population is expected to reach 225 million in the United States, the ratio is expected to be 1.9 persons to each vehicle.

He added, "We don't know where the point of saturation of ownership is—but we must be getting pretty close to it."

● Warehouse

Some 450 members of Teamster Local 117 in Seattle, Wash., gained a 57-cent wage and fringe benefit package in a new 4-year contract negotiated with the Distributors Assn.

Teamster Father and Son Monopolize Surf Casting Honors

For some time now, Teamster Otto Lang has been the World's Champion Distance Surf Caster. He set a new world's record in competition with a 670-ft., two-inch cast.

This was in 1963, and the world's record was added to a long list of championships Otto, a beer brewer, has racked up in past years, including the East Coast Surfcasting Championship and other titles.

Now, there is competition from below—but at least it is in the family.

Otto, a member of Teamster Local 3, in New York, has been training his son John since the boy was old enough to hold a fishing rod, and it has paid off.

On July 10th, John became the second champion in the Lang family by walking away with the U.S. Boys National Casting Championship.

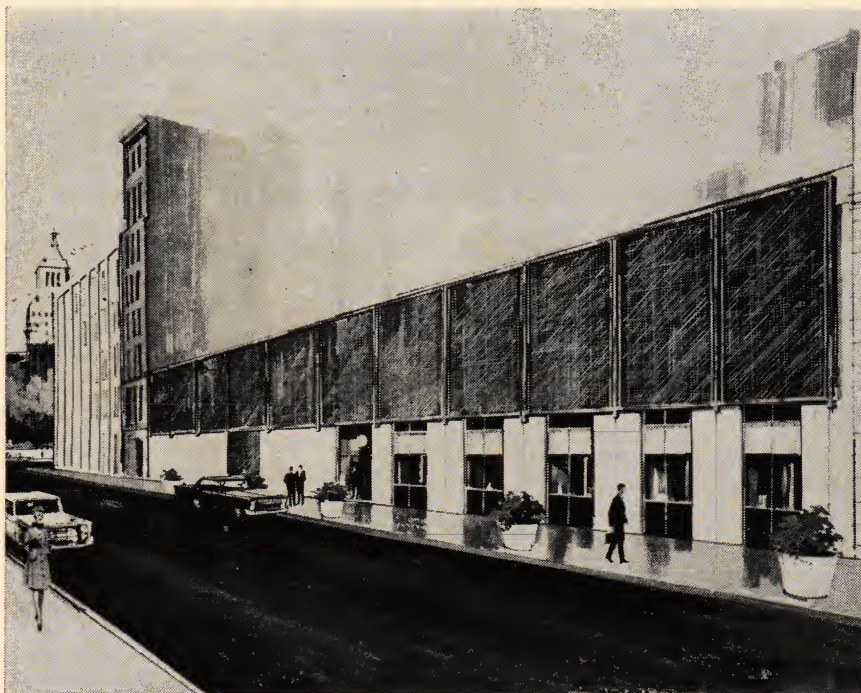
John, 12 years old, was crowned following competitive finals held at Margate City, N. J.

Young Lang is now a star. He cast an average of 315 feet at the National Championships and had a long single cast of 330 feet, 10 feet better than his nearest challenger.

The new Champ—he began high school this Fall—is considered a sure thing to eventually topple his father's world record. He is as cool as a cucumber in competition. He has shown steady improvement since engaging in competitive casting. He has youth on his side. He has the world's champ as his tutor.

Young Lang is one who mixes up his interests, and in addition to casting, loves fishing, baseball and rock'n'roll music. Except when he picks up a casting rod, he's just like any other 12-year-old American Boy.

New Headquarters



Shown is the architect's drawing for the new headquarters of the Teamsters Local 810 Welfare Fund, Medical Center, and Union offices in New York City. The local union recently purchased the structure which will be remodeled as illustrated. Milton Silverman, president of Local 810, said the building was chosen because it is readily accessible to the greatest number of union members and is easily reached by all bus lines and subways.

Temo Daughter Amateur Hour Finalist

Sherry Ann Grooms, 15-year old singing daughter of a Teamster over-the-road driver, of West Memphis, Ark., was recently notified that she had been chosen for that magic circle of 3-Time-Winners on the Ted Mack amateur hour.

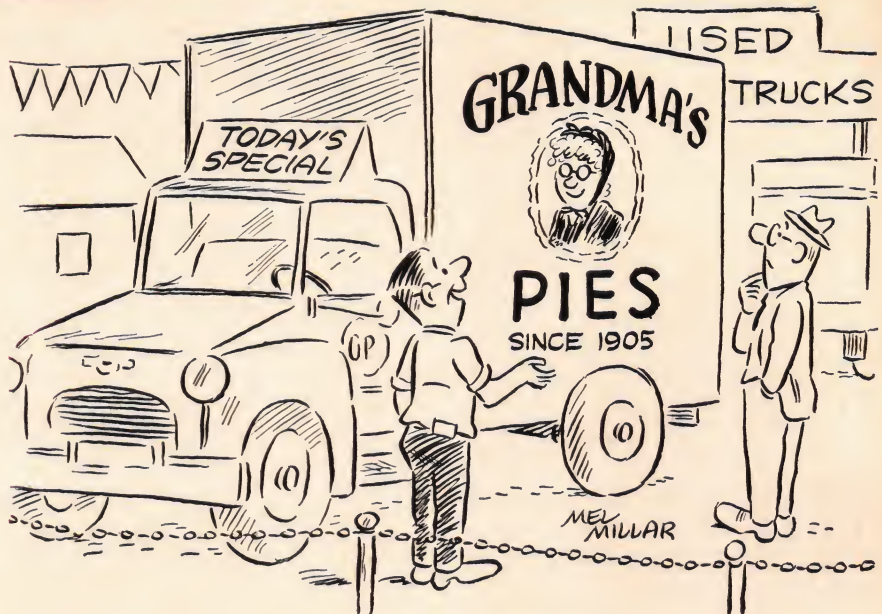
She will appear on October 31, competing for the Grand Championship.

Sherry began her climb to success by winning the Mid-South Youth Talent Contest in Memphis in 1964, and went on to her 3rd win with "the help of the membership of Teamster local unions and DRIVE Ladies Auxiliaries across the country."

Her father is a road driver for Gordons Transports and a member of Local 667, Memphis. Sherry has appeared at the monthly benefit show sponsored by the DRIVE Ladies Auxiliary of Local 667 since it was started more than 2 years ago. She missed one time when she was away for the Ted Mack show.

DRIVE members and Teamsters across the nation are urged to check their local TV listings for the time of the Amateur Hour on October 31st and mail a handwritten postcard to P.O. Box 191, Radio City Station, N.Y., within three days after the show.

Sherry Ann Grooms



It was traded in by a little old lady.

Benefits Secure

Boss Cannot Take Benefits When Employees Join Union

A trial examiner for the National Labor Relations Board has held that a company cannot remove employees from its profit-sharing plan after they select a union as their collective bargaining representative.

The examiner ruled that the principal fact involved in the action by Dura Corporation was that it is discriminatory in excluding a group of employees because they chose to be represented by a union and is a violation of the Taft-Hartley Act.

Dura's plan provides for payment of benefits to employees upon termination of their employment. Eligibility for participation is extended to any salaried employee who is not a member of the bargaining unit recognized by the company.

Until they chose Local 10 of the Office Employees International Union as their bargaining agent, the clerical employees at the company's Ypsilanti, Michigan, plant had been eligible for the plan. However, the company refused to allow their continued participation in the plan after certification of the Office Employees Union.

The company reasoned that if the clerical employees were to be con-

tinued in the plan, it would be obligated to bargain with the union concerning any changes in the plan which the union might seek or which the company might wish to make.

The company held that such negotiated changes would affect the plan's total coverage and that Dura would then be bargaining with the union about conditions affecting all salaried employees at all its plants, the majority of whom the union does not represent.

The examiner found that the union had made no demands that the plan be negotiated. The union only insisted that the Ypsilanti clerical employees be accorded the same rights of participation in the plan as the company extends to its other salaried employees.

● Fishery

Employees of Pacific Reefer Fisheries recently voted overwhelmingly in favor of representation by Teamster Local 192 in Seattle, Wash., in a National Labor Relations Board election.

Earl Bush, Local 192 secretary-treasurer, said the new unit has 130 members.

**For
Your**

Information

● Transit Agency Okayed

The Department of Commerce has just approved a regional transit agency embracing the states of New York, Pennsylvania, Massachusetts, Rhode Island, Connecticut, Delaware, and Maryland. The governors will meet soon to shape the agency's outlines. Basically, the new transit unit will work jointly with the federal government on a \$90 million research program on the proposed high-speed northeast "corridor" which would run from Washington, D.C., to Boston. The "corridor" was discussed in a story appearing in the June issue of *The International Teamster*.

● Trucknappers Busy

Trucknappers, once interested mainly in high-jacking cargoes, now are after the expensive rigs themselves according to the National Automobile Theft Bureau. As a result, owners and insurers are tightening security because recovery of the stolen vehicles is difficult inasmuch as they are dismantled and the parts are sold. One New York carrier has had six thefts this year. Two West Coast rings have been broken up.

● Minimum Wage Change

A minimum wage of \$1.25 an hour under the Fair Labor Standards Act went into effect early in September for workers made subject to the Act by the 1961 amendments. The change brings all 29.5 million workers covered by the federal statute under the same pay and hours standards: minimum of \$1.25 per hour with overtime at one and a half times the regular rate for all hours over 40 per work week.

● Pay Fails to Match

That old cliché about bankers' hours doesn't apply to bank employees according to the results of a survey conducted recently by the National Industrial Conference Board. The survey found that bank workers, in terms of overtime pay, are victimized more than workers in other types of business and industry. Only 49 per cent of all banks pay their employees time-and-a-half after eight hours.

● Congressional Dust

Legislation proposed to aid and protect the American consumer is gathering dust in Congress. Major pieces of consumer legislation are stalled and blocked in various committees. Congressional observers say the reason for lack of progress on consumer bills is that the voice of the consumer

is too weak and unorganized to make itself heard or heeded on Capitol Hill.

● Product Liability

Many state courts are altering what is called the doctrine of "product liability." In the past, a person injured by a defective product could recover damages in a civil suit only if he bought the item directly from the manufacturer and could prove that the manufacturer was negligent. More courts now are dropping these two provisions and have begun awarding damages for an injury simply if the product is shown to be defective or unfit for its intended use. The new doctrine is called "strict liability" and sometimes "implied warranty."

● South of the Border

Management in Mexico is not much different from management in the United States. Currently there is legislation pending in Mexico that would liberalize the country's national labor statute. Mexico's business and industrial leaders oppose the proposed reforms which would shorten the work week, permit closer inspection by labor of management books, and abolish the age limit on classified workers.

● Wholesale Prices

Wholesale prices leveled off in August as the tab for vegetables and meats dropped. The Labor Department said the Wholesale Price Index remained at 102.9 of the average for primary market prices in 1957-59. It means that the same goods and commodities that cost retailers \$10 during 1957-59 now sell for \$10.29. The Index was unchanged from its July level as higher seafood and dairy product prices, along with the increases for some industrial commodities, offset the declines.

● Consumer Handbook

"Consumers All," is the title of a new book produced recently by the Department of Agriculture. The volume, selling for \$2.75, covers everything that people buy, eat, wear, and require from the marketplace. The book has 496 pages and can be purchased from the Superintendent of Documents, Washington, D.C.

● Cost of Congress

Government records show that it costs more than \$140 million annually to maintain Senators and Representatives in the style to which they

become accustomed following election to Congress. To maintain a single Senator costs U.S. taxpayers \$423,559 while it costs only \$224,559 to support a single Representative. Total—more than \$42 million for the Senators, more than \$97 million for the Representatives.

● NLRB Precedent

In an historic decision, the National Labor Relations Board ruled recently that if an employer has the right to withdraw from a multi-employer or joint contract bargaining, that a union has the same right. Employer withdrawal from joint contract bargaining has been relatively easy, while union withdrawal has been much more restrictive. Now, says the NLRB, the same rule should apply to both.

● Hartley Helpers and IRS

Tax deductibility of contributors to the American Small Business Organizations—of which former U.S. Rep. Fred A. Hartley, Jr., is a co-chairman—is being questioned by the Internal Revenue Service. Hartley, who co-authored the Taft-Hartley Act, is working through the ASBO to get contributions for anti-labor campaigns: fighting repeal of 14(b), to block a minimum wage increase, to weaken unemployment insurance, etc. Hartley claims that large sums of money he gets from businessmen are “a regular business expense as business association dues.”

● Truck Driver Counselor

Remember the standard military service reply to the guy who had a complaint?—“tell it to the chaplain.” Now a truck line is fixing it so their troubled truck drivers can take their woes to a company chaplain. Hennis Freight Lines, Inc., of Winston-Salem, N.C., has retained a full-time chaplain to counsel employees on personal problems. Company spokesmen say the minister has helped to cut employee absenteeism and turnover.

● Automation Responsibility

“Business is responsible today for incredible technological changes. Technological change will continue to cause social change. Social change brings demands for action to meet or mitigate the effects of social change. The job of top management today must be broadened to include an awareness of the social change it causes. And that awareness will place new responsibility on business management for intelligent, carefully thought-out decisions as to the basic responsibility for meeting such change.”—Robert W. Austin, *Harvard Business Review*, July-August 1965.

● Automated Glassmaking

The first glass container known to have been made under the control of a computer was pro-

duced recently at a new plant in Florida. Under command of a digital computer, raw materials were automatically loaded, weighed, mixed, conveyed to the furnace, and melted under the computer's control. The product was a red hot glass jar.

● Accident Time Loss

Industrial accidents cause a time-loss exceeding 170 million man-days a year—about 8 to 10 times the comparable loss from strikes—according to Nelson N. Bortz, director of the Bureau of Labor Standards. Bortz says that about 14,000 deaths are recorded in industry each year and that there are 2,000,000 disabling injuries annually. Together, the death and injury total adds up to the cumulative man-day toll of 170 million.

● Food Expenditures

Today's food costs 18.5 cents of every after-tax dollar for an average family compared with 26 cents of every after-tax dollar 15 years ago. The Food Council of America says a year's supply of food for an average family in the United States, including an occasional meal in restaurants, now amounts to about \$1,400—or \$117 a month.

● Jobless Migrate

Unemployment is a factor that influences mobility of the population in the United States. During the year ended in March, 1964, says the Census Bureau, the migration rate for the jobless amounted to 11.2 per cent compared with 6.1 per cent for those holding jobs. Men with incomes less than \$5,000 per year moved more often than those with annual incomes of \$5,000 or over.

● Consumer Price Change

Sharply lower prices for fresh vegetables and used cars were believed responsible for the decrease in the Consumer Price Index for August. The Labor Department said the CPI fell two-tenths of one per cent to a mark of 110.0 of the 1957-59 average. Despite the large drop from the July Index, the CPI still remained 1.8 per cent higher than August of last year which is a greater year-to-year advance than usual.

● New Employment

Employment in the United States must grow a great deal beginning in this period, according to government studies, to hold unemployment at the 4 per cent level. According to the findings, the economy through 1965-75 must generate 1.5 million additional jobs each year. During 1954-64—considered to be a generally prosperous era—employment expanded by an estimated 900,000 jobs annually.

WHAT'S NEW?

Safety and Durability In Welder's Gloves

Bright, red, flameproof terrycloth is employed in a new welder's glove which provides full finger flexibility despite their heavy-duty construction. Suitable for work with oxyacetylene or electric-arc welding, they have these long-lasting and economical characteristics: reversible, they each fit either hand and can be turned inside out, providing four wearing surfaces, and they can be individually replaced rather than in pairs.

Dust Collector is Compact, Efficient

A new, compact dust collector fits under a work counter or bench and provides 1071-cfm of air circulation. The cloth air filters are highly efficient and are fire resistant and easily cleaned.

Effective Undercoating Made of Asphalt

Cleaner and easier to apply than thick fibrated mastics, yet affording the same protection, is an asphalt undercoating that can be applied in a fine spray through orifices down to .015 inches.

Wall Chart Gives Conversion Factors

A quick reference wall chart has been prepared for national distribution that gives conversion factors to simplify calculations involving various systems of weights, distance, volume, power and temperature. Location of factors often hard to find in reference manuals is speeded by an alphabetical, cross-indexed table. Most-used conversions include Btu to ft-lb and hp-hr; in. to cm; watts to hp; etc. Among uncommon examples are microns to meters; quintals to lb; cm/sec to mph; cut ft to liters; and more.

Lubricants Available For Fleet Shops

Special lubricants that were formerly used only to assemble and service magnetos, generators and electric wipers are now offered for use in fleet shops. These are in two varieties, each of which has a number of automotive applications. A gear lube is a moly-base grease that plates out to form a thin film for excellent wear protection on various types of plain or anti-friction bearings. A grease prevents rust on magneto and generator ball and roller bearings. It resists aeration and bleeding and withstands wide variations in temperature.

Slide Rule Permits Rapid Calculations



Quick, accurate calculations in problems involving proportions, multiplication and division are made easy with this handy circular slide rule. Both the inside and outside dials are precisely calibrated for exact results. The versatile tool is offered free to fleet operators, engineers and trucking executives—for 50¢ to those not included in these categories.

Teflon Tape is Used as Sealant

Threaded connections can be sealed with a teflon tape that is effective at temperatures from minus 450 to plus 500 degrees F. Chemically inert to all acids, alkalies and petroleum products, it is specifically recommended for threaded pipes and fittings on hydraulic, hydrostatic, fuel, steam and water lines. The connection is permanently lubricated and cannot freeze or corrode.

Air Conditioner Doesn't Detract from Appearance

A new custom air conditioning unit for Ford "F" Series trucks boasts no roof-top mounting or holes in the top of the cab—the evaporator installs quickly and easily in the cab ceiling. As in passenger car installations, the condenser is mounted under the hood and the refrigerant lines running from the condenser to the evaporator are hidden in the cab headliner.

Tag Attachment Ups Payload 18,000 Lb

Designed for OEM or conversion installation on any make or model truck or tractor chassis is an 'air ride' pusher or tag axle attachment that is lightweight and provides up to 18,000 lb more payload capacity and up to 10 inches of axle travel. Traction is controlled and cab vibration and pitch are eliminated by a simple adjustment of air pressure.

Anti-Stick Compound In Aerosol Container

Transparency, instant-drying, non-staining and non-dirt collecting are properties claimed for a dry lubricant and release agent packaged in an aerosol. Ideal for use on gears, bearings and drive belts by virtue of its high lubricity, this anti-stick compound is chemically inert and non-flammable, resists all common solvents and withstands temperature extremes from the cryogenic range up to 550 degrees F.

WHAT'S NEW endeavors to keep our readers informed of late developments in fields in which they are interested. Since it is the policy of THE INTERNATIONAL TEAMSTER not to advertise any product, trade names and manufacturers are omitted. Interested readers can obtain names of manufacturers by writing THE INTERNATIONAL TEAMSTER, 810 Rhode Island Ave., N. E., Washington, D. C. 20018

A report on new products and processes on this page in no way constitutes an endorsement or recommendation. All performance claims are based on statements by the manufacturer.



LAUGH LOAD

Good Reason

Two men were seated in a bus. One of them noticed that his friend had his eyes closed.

"What's the matter, Bill?" he asked. "Feeling ill?"

"No, I'm all right," answered Bill. "It's just that I hate to see all these ladies standing."

Explained

Bill—"Why did you have to go to an eye surgeon just for drinking coffee?"

Will—"I left the spoon in the cup."

True

A teacher gave her class this problem:

"If there are seven flies on your desk and you kill one, how many will remain?"

"One," answered her most down-to-earth pupil, "the dead one."

Good Reason

"Has your husband cured his deafness?"

"No, he's waiting until the children have finished having music lessons."

Which?

Turning from the huge mound of work piled up in front of him, the tycoon roared at his secretary: "Jackson, where's my confounded pen?"

"Behind your ear, sir."

"Yes, yes, Jackson. Don't waste time. Which ear?"

Steady Job

"How's your daughter getting on in Hollywood?"

"Fine. Got a steady job as bridesmaid to a film star."

Complete Failure

Diesel Mechanic: "Here, you can just take this stuff back and refund my money. It won't work."

Druggist: "What in the world are you talking about?"

Diesel Mechanic: "I'm talking about this vanishing cream. I rubbed it all over my wife's mouth, but it's still there."

Earthbound

I overheard two Madison Avenue advertising men chatting over a liquid lunch. Seems an acquaintance of theirs from the ad world had just gone to That Great Big Agency in the Sky. One said: "Did you hear about George Smith? He died last night!" . . . "Good Lord," said the other, "what did he have?" . . . "Nothing much," said the first guy, "just a small toothpaste account and a beer client . . . nothing much worth going after."

Ask for Money

A young man applying for a police job in London, England, was asked what he'd do to break up a hostile crowd. "Take up a collection," he replied.

Just the Same

"I just cannot understand why you are always worrying about nothing, Henry," an anxious wife said to her husband.

"Because that, my dear," he replied, "is exactly what I've got in the bank."

Very Modern

"Hey, I don't see any street lamps," said a visitor to a resident. "You told me this village was lighted by electricity."

"It is," replied the resident "when-ever we have a thunder storm."

No Wonder

"My husband is certainly easy on

his clothes," said Mrs. McTwist. "He bought a hat twenty years ago, had it cleaned twice and exchanged it seven times in restaurants, and it still looks as good as new."

Rah! Rah! Ah, So?

The Japanese student, who was attending an American university, wrote his father in Tokyo about his new school. "An American university," he wrote, "is a vast athletic institution where, fortunately, some studies are maintained for the benefit of the feeble-bodied."

Say Not So

A haughty dowager visited the hospital to see her chauffeur, badly injured in an auto accident. The head nurse hesitated:

"He's a very sick man and should see no one but his family. Are you his wife?"

Highly indignant, the dowager blurted out: "I certainly am not—I'm his mistress."

You Name It

Tanker Driver: "I went out with a new girl last night."

Line Dispatcher: "Yeah? What's she like?"

Tanker Driver: "Everything . . . filet mignon, lobster, strawberry shortcake, champagne . . . everything!"

Stopped Cold

Clerk: "What can I do about women customers who insist on talking about low prices of the good old days?"

Floorwalker: "Just act surprised and tell them you didn't think they were old enough to remember back that far."

Nothing Else

The Dynamometer Specialist was going with a girl he wanted to marry. So he went to her father for an interview.

Father: "Do you know I've heard a lot of bad tales on truck mechanics, so there's something I want to clear up. Do you drink anything?"

Dynamometer Specialist: "Oh, no, sir, only alcoholic beverages."

FIFTY YEARS AGO

in Our Magazine



Vol. XII

(From the October, 1915, issue of the TEAMSTER)

Number 10

CONVENTION OPENS IN SAN FRANCISCO

General President Gives His Report

THE JOURNAL Strikes and Lockouts FINANCES Jurisdiction Disputes

When I took office eight years ago, we were mailing about nineteen thousand copies of the Journal to our membership. Today we are mailing thirty-seven thousand copies to the homes of our individual membership.

I think the Journal has done more toward keeping up our membership and keeping the men in line than perhaps anything else in our organization.

I trust this convention will make some provision toward changing the present condition of the Journal. I am sure it would pay us to increase its size from sixteen pages to thirty-two pages, but should it be increased, we could not, on our present revenue, afford to send it out free of all charges to our membership.

In the last three years we have had fewer strikes than for any previous three years in the history of our International Union, and this, to my mind is encouraging when you take into consideration that we are still a young union.

What I want to impress upon the minds of our membership is this—that several times during the past three years things looked very serious for us, the clouds hovered very heavily over me, and we came within a hair's breath of having many serious situations, but through the good judgment of the men in charge of the district and the membership of the local unions, we emerged triumphantly out of those dark situations.

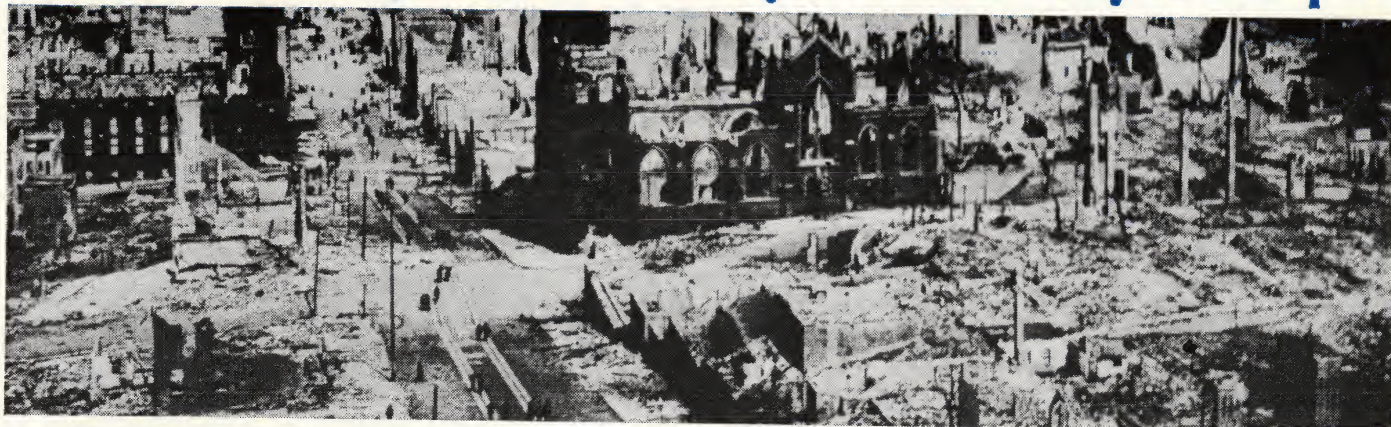
While the International today, in my judgment, is far ahead of where it ever was before—even better than I ever expected to see it—we are foolish if we try to believe that we can hold the organization together permanently under our present laws and conditions.

Now, I want to see this organization live and live right and prosper, and I know that we cannot do it unless we change our present system, and I know that this is the appropriate time; with our organization in a healthy condition, with harmony prevailing in every section of the country.

This convention of ours should, in my judgment, increase the per capita tax to not less than 30 cents.

The union is not organized for today, or tomorrow, or the day after. The child yet unborn is to benefit to a certain extent by the struggles that you are undergoing, but as all men during all time have had to undergo struggles of a similar nature, we too must face the battle, not turn our backs on the conflict, so that we may insure ourselves and our families for the future. Life, after all, is nothing more than one continual struggle, in which those who refuse to take part must fall by the wayside. The union that is not up and doing is bound to be chopped to pieces. Therefore, you and I, here assembled in this convention, are charged with the responsibility of guarding well the interests of our International organization.

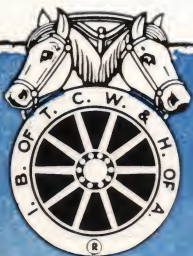
Less Than 10 Years Ago Our Convention City Was Devastated By An Earthquake



Looking down San Francisco's California Street from fashionable Nob Hill we see some of the destruction wrought by the disastrous earthquake of April 18, 1906.

SCHOOL IS OPEN

**BE CAREFUL
OF OUR LITTLE
CITIZENS**



DRIVE WITH CARE